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**DEFENSE**

**MANPOWER DATA CENTER**

**DESCRIPTION OF  
OFFICERS AND ENLISTED PERSONNEL  
IN THE U.S. SELECTED RESERVE: 1986**

**A REPORT BASED ON  
THE 1986 RESERVE COMPONENTS SURVEYS**

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This volume presents an overview of military personnel in the National Guard and Reserve components based on two portions of the 1986 Reserve Components Surveys -- the 1986 Reserve Components Survey: Selected Reserve Officer and Enlisted Personnel (1986 RC Member Survey) and the 1986 Reserve Components Survey: Full-Time Support Officer and Enlisted Personnel (1986 RC AGR Survey). An overview of the third portion of the 1986 Reserve Components Surveys -- the 1986 Reserve Components Survey of Selected Reserve Spouses (1986 RC Spouse Survey) -- is presented in a companion volume.

The surveys were conducted for the Office of the Assistant Secretary of Defense (Reserve Affairs) ~~(OASD-RA)~~ and the Office of the Assistant Secretary of Defense (Force Management and Personnel) ~~(OASD-FMEP)~~ by the Defense Manpower Data Center (DMDC). Over 12,000 officers and about 52,000 enlisted personnel in all seven reserve components, representing the approximately 1,012,000 trained personnel in the Selected Reserve, responded to extensive questionnaires sent to them in the spring of 1986. The questionnaire asked about military background, personal and family characteristics, civilian employment and economic status, perceptions of family and employer attitudes toward reserve participation, reasons for participation, and plans for remaining in the reserve component.

These are the first comprehensive surveys of members of the Selected Reserve and the first major survey of the spouses of reserve members. The primary goals of the surveys were to provide (1) detailed information on factors which influence the recruitment and retention of reservists possessing the qualities, experience and skills needed in today's critically important National Guard and Reserve units and (2) specific data to assist the Sixth Quadrennial Review of Military Compensation directed by the President to examine the costs and benefits of the compensation of reserve members.

The surveys contain for the first time detailed information on family income, employer attitudes and military leave policies, and family support for reserve training needed for the analysis of pay elasticities and of employer and family support program needs. Also for the first time, the surveys provided the detailed information necessary to assess the relationship between the military skill of reservists and their civilian occupations, including the extent to which the similarity or dissimilarity of their civilian and military skills are complementary. The surveys also include extensive information on Active Guard and Reserve members and military technicians.

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The introductory chapters of this report provide a brief history of the Selected Reserve (Chapter 1) and the methodology and background for the study (Chapter 2). The first data chapter (Chapter 3) presents data for all members of the trained Selected Reserve, while the remaining data (Chapters 4-9) are restricted only to part-time unit members.

**DESCRIPTION OF OFFICERS AND ENLISTED PERSONNEL IN THE  
U.S. SELECTED RESERVE: 1986**

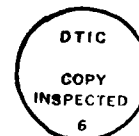
**A Report Based on the 1986 Reserve Components Surveys**

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The views, opinions, and findings contained in this report are those of the authors and should not be construed as an official Department of Defense position, policy, or decision, unless so designated by other official documentation.

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Reports produced as part of this project include:

Description of Officers and Enlisted Personnel  
in the U.S. Selected Reserve: 1986  
A Report Based on the 1986 Reserve Components Surveys

Description of Officers and Enlisted Personnel  
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Supplementary Tabulations from the  
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The ultimate purpose of all Department of Defense (DoD) reserve policies is to recruit, train, equip, and field a force capable of preserving the peace and protecting the vital interests of the United States and its allies. The men and women currently in the reserve forces are an integral part of that force. Since the proclamation of the Total Force policy in the All Volunteer Force era, and particularly since 1980, increased reliance has been placed on reserve members and units.

Continued effective management of and policy formulation for all armed forces personnel requires that DoD and the active and reserve components have reliable, valid, and timely data bases to support policy analysis, evaluation, and research on defense manpower issues. This report and other analyses that will be conducted using data from the 1986 Reserve Components Surveys contribute to an ongoing assessment of the responses of military personnel to past and current policy changes and the identification of future areas for policy action.

This volume presents an overview of military personnel in the National Guard and Reserve components based on two portions of the 1986 Reserve Components Surveys -- the 1986 Reserve Components Survey: Selected Reserve Officer and Enlisted Personnel (1986 RC Member Survey); and the 1986 Reserve Components Survey: Full-Time Support Officer and Enlisted Personnel (1986 RC AGR Survey). An overview of the third portion of the 1986 Reserve Components Surveys -- the 1986 Reserve Components Survey of Selected Reserve Spouses (1986 RC Spouse Survey) -- is presented in a companion volume.

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These are the first comprehensive surveys of members of the Selected Reserve and the first major survey of the spouses of reserve members. The primary goals of the surveys were to provide (1) detailed information on factors which influence the recruitment and retention of reservists possessing the qualities, experience and skills needed in today's critically important National Guard and Reserve units and (2) specific data to assist the Sixth Quadrennial Review of Military Compensation directed by the President to examine the costs and benefits of the compensation of reserve members.

The surveys contain for the first time detailed information on family income, employer attitudes and military leave policies, and family support for reserve training needed for the analysis of pay elasticities and of employer and family support program needs. Also for the first time, the surveys provided the detailed information necessary to assess the relationship between the military skill of reservists and their civilian occupations, including the extent to which the similarity or dissimilarity of their civilian and military skills are complementary. The surveys also include extensive information on Active Guard and Reserve members and military technicians.

The introductory chapters of this report provide a brief history of reserve forces and manpower (Chapter 1) and the methodology and background for the study (Chapter 2). The first data chapter (Chapter 3) presents data for all trained members of the Selected Reserve. Chapters 4-9 are restricted only to part-time unit members. The major findings are summarized below:

#### Military Background of Guard and Reserve Trained Personnel (Chapter 3)

- Most trained members of the Selected Reserve were part-time members - 89 percent of enlisted personnel and 88 percent of officers. There were substantial differences among the components, however, in the structure of the Selected Reserve.
  - Part-time members were 100 percent of Coast Guard Reserve enlisted members but only 74 percent of the Air National Guard. For officers, the range was from 100 percent of the Coast Guard Reserve to 78 percent of the Army National Guard.
  - Individual Mobilization Augmentees (IMAs) to active force units and headquarters are not used in the National Guard in which all members must be affiliated with a reserve unit billet. Most IMAs are officers. The greatest use of IMAs was in the Air Force Reserve, where 46 percent of all Selected Reserve officers were IMAs.
  - Military technicians are employed only in the reserve components of the Army and the Air Force. They made up 20 percent of the enlisted force and 14 percent of the officer force of the Air National Guard.
  - Active Guard and Reserve members (AGR) are employed in all components except the Coast Guard Reserve. AGRs made up 15 percent of the Naval Reserve enlisted force and 8 percent of Naval Reserve officers.

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- There were also great differences between the components in the percentage of members who had served on active duty. Overall, almost half of part-time enlisted personnel in units and over 62 percent of part-time officers in units had served in an active component before joining the Guard or Reserve.
  - The percentage of part-time enlisted members with prior active component service was only 22 percent in the Marine Corps Reserve and 38 percent in the Army National Guard. It was 71 percent for the Naval Reserve and 64 percent for the Air Force Reserve.
  - For officers, the Army National Guard was the only component in which less than half of part-time unit members had two or more years of active component experience. In the Marine Corps Reserve, 93 percent had served two years or more in an active component.
  - IMAs, technicians, and AGRs were more likely to have had active-component experience, with AGRs, on average, having the most active-component experience.
- Selected Reservists tend to have considerable experience in the reserves in addition to any active component experience.
  - Reserve experience for part-time enlisted members in units ranged from an average of 4.2 years for the Marine Corps Reserve to 8.6 years for the Coast Guard Reserve. Enlisted technicians averaged over 10 years of reserve service in all four of the components that employ them.
  - For officers, years of reserve experience for part-time unit members ranged from a low of 8.6 years in the Air Force Reserve to 13.5 years in the Coast Guard Reserve. Once again, military technicians, with an average of over 11 years in all components, had the highest average years of reserve experience.
- Pay grade patterns differed by reserve component and Selected Reserve status. For example:
  - Overall, 20 percent of part-time enlisted personnel in units were in the three lowest pay grades, 70 percent were in E4-E6, and 10 percent were in E7-E9.
  - In the Marine Corps Reserve, however, 52 percent were in the lowest pay grades, while only 6 percent were in the highest.
  - Twenty-two percent of part-time officers in units were in the two lowest pay grades, 52 percent were in the middle pay grades, and 17 percent were senior officers. One-third

of part-time officers in the Army National Guard were in the two lowest pay grades. Only six to seven percent of Naval Reserve and Marine Corps Reserve officers were in the two lowest pay grades.

- The distribution of military occupations in the reserve components again points up the extent to which the components differ from one another.
- Enlisted part-time unit members were assigned in most occupational areas and reflected the primary missions of their components. For example, 34 percent of those in the Army National Guard and 29 percent in the Marine Corps Reserve had combat arms occupations. Enlisted technicians were concentrated in equipment maintenance and repair occupations, while the highest percentage of AGRs were primarily in functional support and administration.
- The military occupations of part-time officers in units also reflected component missions. The highest percentages were in tactical operations, with over half of Army National Guard and Marine Corps Reserve officers in this occupational area. Officer technicians and AGRs were employed in a greater range of occupations than their enlisted counterparts.

#### Personal and Family Characteristics of Guard/Reserve Members (Chapter 4)

- The median age of enlisted personnel varied greatly by component. The Marine Corps Reserve was the youngest (23.1 years). The Army National Guard and Army Reserve were next youngest (28.3 and 28.5 years, respectively). The Coast Guard Reserve, with a median age of 35.9 years, was the oldest.
- The median age for officers varied less dramatically. The Marine Corps Reserve (35.4 years) was the youngest. The Air National Guard and Coast Guard Reserve (40.4 and 40.5 years, respectively) were the oldest.
- Ninety percent of enlisted personnel and over 88 percent of officers were men. The Air Force and Army Reserves had the largest percentages of women; the Marine Corps Reserve had the smallest.
- Nearly three-tenths of all enlisted personnel and one-tenth of all officers were members of racial/ethnic minority groups. A higher percentage of enlisted women (41 percent) than men (27 percent) were members of racial or ethnic minority groups. Among officers, 21 percent of the women and 9 percent of the men were minority group members.

- Over 90 percent of enlisted personnel had at least a high school education. Among all officers, 96 percent had completed at least one year of college.
- About 25 percent of both enlisted personnel and officers were continuing their education at the time of the survey.
- Officers were more likely to be married and have dependents than enlisted personnel. Approximately 44 percent of the enlisted personnel and over 64 percent of officers had a spouse and dependents.

#### Participation in and Perspective on Military Activities (Chapter 5)

- The average number of years in the current unit varied from a low of 3.2 years for Naval Reserve officers and Marine Corps Reserve enlisted members to a high of 7.9 years for Air National Guard officers.
- Eighty-six percent of enlisted personnel and over 95 percent of officers reported they participated in annual training in 1985.
- Most part-time reservists attended annual training in a single time segment, i.e., "all at once" -- 74 percent of enlisted personnel and 69 percent of officers. In the Air National Guard, however, only 30 percent of the officers reported completing their annual training in a single segment.
- In general, both enlisted personnel and officers reported that factors affecting unit training quality did not present serious problems. A substantial number of reservists indicated, however, that problems involving equipment and facilities and adequate time to plan and accomplish administrative work were serious.
- There was considerable variation by component in the satisfaction of members with specific aspects of unit training activities.
  - Naval Reserve enlisted members were least satisfied with training received during unit drills -- Marine Corps Reserve and Air National Guard officers were most satisfied.
  - Thirty-nine percent of enlisted Naval Reservists were very dissatisfied with military skill training received during unit drills. The percentages dissatisfied in the other components were considerably lower. Air National Guard officers were the most satisfied.

- Thirty-one percent of enlisted Naval Reservists rated the equipment and weapons used during unit drills as being out-of-date. At the other extreme, only 36 percent of Air National Guard enlisted members said equipment and weapons were out of-date, and 51 percent said they were up-to-date. These two components also represented the extremes with respect to the mechanical condition of their equipment and weapons. Twenty-five percent of Naval Reservists rated it as poor, while the same percentage reported it as excellent. In the Air National Guard, only 6 percent said the mechanical condition of equipment and weapons was poor, and 56 percent said it was excellent.
- Satisfaction with unit activities during annual training was relatively similar among the components and was generally much higher than satisfaction with unit activities during drill.

#### Civilian Employment and Perceived Employer Attitudes (Chapter 6)

- Seventy-three percent of the enlisted personnel and 80 percent of officers held full-time jobs. An additional 10 percent and 6 percent, respectively, were self-employed. Twenty-seven percent of the enlisted personnel and 33 percent of the officers were employed in the public sector.
- Officers were more likely to hold managerial, technical, and professional jobs (60 percent) than were enlisted personnel (16 percent).
- There was significant variation by component in the percentage of members in certain occupational groups. For example, 22 percent of Coast Guard enlisted members worked in protective services in their civilian life. Not surprisingly, notable proportions of Air National Guard and Air Force Reserve officers were commercial pilots (7 and 13 percent, respectively).
- Officers were nearly twice as likely to report that they received their full civilian pay as well as their military pay during training (46 percent vs. 25 percent).
- Members reported that absence from work for annual training, followed closely by extra time spent on reserve activities, caused the most serious problems with employers. This was less of a problem for Federal or State workers.
- Fifty-eight percent of both enlisted personnel and officers said that their civilian supervisor's attitude toward Guard/reserve participation was very or somewhat favorable. Fifteen percent of both groups reported unfavorable attitudes.

Examination of the extent to which members' military occupations were similar to their civilian occupations found that 88 percent of no civilian equivalent for about 21 percent of the military specialties held by reserve enlisted members and 24 percent of officers. As expected, health professionals, judges, lawyers, and clergy were typically working in related civilian jobs.

#### Members' Family and Community Life (Chapter 7)

- Almost half of spouses of enlisted personnel (48 percent) and officers (44 percent) were employed full-time in the civilian sector. An additional 16 percent of spouses of enlisted personnel and 20 percent of officers' spouses were employed part-time.
- The spouses of enlisted personnel who had dependents were less likely to have full-time civilian jobs than spouses of those without dependents (45 percent and 58 percent, respectively). The same pattern was seen for officers (41 percent of spouses of those with dependents and 61 percent of spouses of those without dependents).
- Officers tended to rate Guard/Reserve activities as more of a problem than did enlisted personnel. Married reservists regarded annual training as the greatest problem for their families. One-quarter of enlisted personnel replied that this was somewhat of a problem or a serious problem. One-third of officers said this was a problem.
- Approximately 75 percent of both enlisted personnel and officers indicated that their spouses were favorable toward their Guard/Reserve participation. This favorable attitude toward participation increased as pay grade rose.
- Substantial majorities of enlisted personnel and officers felt that they spent the right amount of time on both their civilian jobs and on Guard/Reserve activities. Over 75 percent of the enlisted personnel and 69 percent of the officers felt this way about their civilian jobs as did 81 percent and 69 percent, respectively, about their Guard/Reserve time.
- Both enlisted personnel and officers felt that they did not spend enough time on family activities (59 and 70 percent), leisure activities (59 and 73 percent), or community activities (47 and 53 percent).

#### Reason for Participation and Plans to Continue (Chapter 8)

- Reservists cited both intangible factors and financial considerations as main reasons for staying.



- Serving their country was a major contributor to the retention decision for 55 percent of the enlisted personnel and 59 percent of the officers.
- Earning credit towards retirement was a major contributor for 50 percent of the enlisted personnel and 62 percent of the officers.
- Prior service members were more likely to identify retirement as a factor than were non-prior service members.
- Educational benefits were mentioned almost three times as frequently by enlisted members as by officers as making a major contribution to their decision to stay.
- Enlisted personnel generally expressed more dissatisfaction than officers on retention-related questions. For example, 37 percent of enlisted personnel were dissatisfied with their opportunities for promotion compared to 15 percent of the officers.
- A significant majority of Selected Reserve enlisted personnel (80 percent) and officers (87 percent) intended to remain in their current status for the upcoming year.
- Thirty-seven percent of all enlisted personnel expressed a high probability of reenlistment in the reserves. The probability of reenlistment was twice as high among upper grades (E5-E9) as among lower grades (E1-E4). The average probability of reenlistment for all enlisted personnel was 6.1 on a scale of 0 to 10.
- Seventy percent of officers indicated a high intention to continue reserve obligation at the end of their current term, and only 6 percent indicated a low intention.
- Four percent of enlisted members indicated that they had completed 20 or more qualifying years for retirement, and another 51 percent indicated their intention to stay until qualified for retirement.
- Eleven percent of the officers indicated that they had already qualified for retirement. Another 54 percent expected to stay until retirement.

Overall Assessment of Guard/Reserve Service (Chapter 9)

- Enlisted personnel perceived morale in their units to be lower than did officers. Based on a seven-point scale, the weighted average was 4.8 for enlisted personnel and 5.3 for officers. Among both enlisted personnel and officers, those in higher pay grades perceived morale to be higher.
- Both enlisted personnel and officers were satisfied with selected features of the Guard/Reserve.
  - Over 84 percent of enlisted personnel and 91 percent of the officers were satisfied with the acquaintances/friendships they developed in the reserves.
  - Eighty-one percent of the enlisted personnel and 89 percent of the officers were satisfied with the opportunity to serve their country.
  - Approximately 60 percent of enlisted personnel and officers expressed satisfaction with the time they spent on Guard/Reserve activities.
  - About 40 percent of all reservists were satisfied with unit social activities and education/training opportunities.
- Part-time officers were more satisfied with their overall Guard/Reserve participation than enlisted personnel. Over 59 percent of officers and 51 percent of enlisted personnel were satisfied. Based on a seven-point scale, the weighted average for overall satisfaction was 5.4 for officers and 5.1 for the enlisted personnel. Overall satisfaction increased with pay grade.

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## PREFACE

This report provides an overview of selected data from the 1986 Reserve Components Surveys prepared by the Research Triangle Institute (RTI) under Contract MDA-903-86-C-0289 sponsored by the Office of the Assistant Secretary of Defense (Reserve Affairs) [OASD(RA)] and the Office of the Assistant Secretary of Defense (Force Management and Personnel) [OASD(FM&P)] with the collaboration of Decision Science Consortium, Inc. and the Defense Manpower Data Center (DMDC).

The 1986 Reserve Components Surveys (1986 RC Surveys) consist of three portions, two of reserve component members and the third of their spouses. The 1986 Reserve Components Survey: Selected Reserve Officer and Enlisted Personnel (1986 RC Member Survey) surveyed a sample of Selected Reserve unit members, Individual Mobilization Augmentees (IMAs), and military technicians, i.e. Selected Reservists who are employed full-time in reserve units in a civilian capacity. The 1986 Reserve Components Survey: Full-Time Support Officer and Enlisted Personnel (1986 RC AGR Survey) surveyed a sample of Active Guard/Reserve or Training and Administration of Reserve (AGR/TARs) members. The 1986 Reserve Components Survey of Spouses of Selected Reserve Personnel (1986 RC Spouse Survey) was a census of the spouses of all individuals sampled for participation in the 1986 RC Member Survey and the 1986 RC Spouse Survey.

This volume and a companion report, Description of Spouses of Officers and Enlisted Personnel in the U.S. Selected Reserve: 1986, are the two overview reports that initially present the data collected in the 1986 RC Surveys. The overview presented here has as its major focus Selected Reserve unit members in all seven reserve components (Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, Air Force Reserve and Coast Guard Reserve) surveyed in the 1986 RC Member Survey. The other categories of reservists surveyed are discussed in a very limited fashion.

The activities connected with the design and conduct of the 1986 RC Surveys, as well as the preparation of this report and the associated volumes of Supplementary Tabulations and User Manual and Codebook, required the effort of a number of people whose contributions the authors would like to acknowledge. First, Lieutenant General Emmett H. Walker, Jr., USA, Chief, National Guard Bureau; Major General (now Lieutenant General) Herbert R. Temple, Jr., ARNGUS, Director Army National Guard; Major General John B. Conaway, ANGUS, Director Air National Guard; Major General William R. Berkman, USA, Chief, Army Reserve; Vice Admiral Cecil J. Kempf, USN, Chief, Naval Reserve and Commander, Naval Reserve Force; Major General (now Lieutenant General) L. H. Buehl, USMC, Deputy Chief of Staff for Reserve Affairs, HQ USMC; Major General Sloan R. Gill, USAF, Chief of Air Force Reserve; and Rear Admiral A. D. Breed, Chief, Office of Readiness and Reserve, United States Coast Guard, provided the strong backing and support without which these surveys could never have been conducted. Their understanding of the immediate and lasting value of the project to evaluate the effectiveness of current policies and programs

and to plan new ones was evident in the thought and hard work contributed by their staffs and by National Guard and Reserve commanders and administrative personnel everywhere.

Within the Office of the Secretary of Defense, COL Francis Rush, Jr., USAF, deserves special recognition. Both in his former capacity as Principal Director, Office of the Deputy Assistant Secretary of Defense (Guard/Reserve Manpower and Personnel) [ODASD(G/R M&P)] and in his current capacity, Staff Director, Sixth Quadrennial Review of Military Compensation (QRMC), COL Rush provided guidance, direction and wise counsel during every phase of survey design, data collection, analyses and writing.

Major General Stuart H. Sherman, USAF, Retired, while serving as Deputy Assistant Secretary of Defense (G/R M&P) initiated the 1986 RC Surveys, participated in the design, and facilitated the data collection. CDR Lena Hartshorn, ODASD(G/R M&P), was DMDC's principal point-of-contact throughout the data collection. COL David T. Fee, Principal Director, ODASD(G/R M&P) and Gary Carlson, Executive Director, National Committee for Employer Support of the Guard and Reserve (NCESGR), and Robert A. Nemetz, OASD(FM&P) have strongly supported the effort and provided assistance at critical junctures.

Special appreciation is due Dr. David W. Grissmer, the Rand Corporation, and Barbara Moser, the Research Triangle Institute. Dr. Grissmer shared his expertise and knowledge of the reserve forces with us during both design and analysis phases of the study. Major portions of the present effort build directly on his previous research. Barbara Moser served as Project Director and provided overall direction for this large, complex project.

Staff members at each of the participating organizations -- the Research Triangle Institute, Decision Science Consortium, Inc. and the Defense Manpower Data Center -- provided technical and substantive support throughout. While too numerous to mention here, they are individually acknowledged in several other publications based on these surveys. In addition to the staff at the participating organizations, personnel from the Rand Corporation and Computer Based Systems, Inc. also provided technical support. The authors recognize that without the dedication of these individuals, and the range of talents utilized in these studies, the data reported here could not have been collected, prepared for analysis and analyzed.

Finally, and most importantly, the survey data described here would not have been possible without the participation of men and women in the reserve components who took the time to collect the data and complete questionnaires. Over 12,000 officers and about 52,000 enlisted personnel in all seven reserve components and over 33,000 spouses responded to questionnaires, and many more were involved in the administrative aspects of the surveys. Their contribution and cooperation is appreciated. Many hundreds of these members and spouses also took the time to provide additional comments which helped to set the quantitative data within the life

and perspective of the Guard and Reserve member and spouse. In addition, these comments served to identify concerns and issues that were not specifically addressed in the survey questionnaire. These reports tell their story. The authors hope they have told it fairly and accurately for the benefit of policymakers and the public at large.

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## 1. INTRODUCTION AND BACKGROUND

### A. Introduction

#### 1. Perspective

The ultimate purpose of all Department of Defense (DoD) manpower policies is to recruit, train, equip, and field a force capable of preserving the peace and protecting the vital interests of the United States and its allies. The men and women currently in the reserve forces are an integral part of that force. Since the proclamation of the Total Force policy in the All Volunteer Force era, and particularly since 1980, increased reliance has been placed on reserve members and units.

To achieve the increased readiness associated with this reliance, unprecedented attention has been focused on upgrading reserve equipment through modernization, improving training and addressing compensation and benefits matters in support of reserve force manpower objectives. New bonus, stipend, loan repayment and educational assistance programs have been authorized and implemented. Improved and expanded medical, incapacitation and survivor benefits have been enacted and commissary privileges enhanced. In addition to compensation, attention has been paid to staffing requirements, duration and kinds of training provided, and personnel management. These measures have been considered necessary to achieve manpower goals in a rapidly expanding reserve force and to provide adequate protection to reservists required to meet Total Force readiness standards, employ state of the art weapons systems and perform training and support missions throughout the world.

Continued effective management of and policy formulation for all armed forces personnel requires that DoD and the regular and reserve components have reliable, valid, and timely data bases to support policy analysis, evaluation, and research on defense manpower issues. In addition to data that are routinely collected for administrative purposes, demographic, economic, behavioral and attitudinal information is needed. Survey research can provide such information. If collected periodically, survey data can be used to assess the responses of military personnel to past and current policy changes and to identify future areas for policy action.

This volume presents an overview of military personnel in the National Guard and Reserve Components, based on the 1986 Reserve Components Surveys. The 1986 Reserve Components Surveys (1986 RC Surveys) consist of three portions, two of reserve component members and the third of their spouses. The 1986 Reserve Components Survey: Selected Reserve Officer and Enlisted Personnel (1986 RC Member Survey) surveyed a sample of Selected Reserve unit members. Individual Mobilization Augmentees (IMAs), i.e., Selected Reservists who train with the active components, and military technicians, i.e., Selected Reservists who are also employed full-time in reserve units in a

civilian capacity, were also included in the 1986 RC Member Survey. The 1986 Reserve Components Survey: Full-Time Support Officer and Enlisted Personnel (1986 RC AGR Survey) surveyed a sample of Active Guard/Reserve and of Training and Administration of Reserve (AGR/TARs) members. Individuals in all seven reserve components (Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, Air Force Reserve and Coast Guard Reserve) were included in both the 1986 RC Member Survey and, where appropriate, in the 1986 RC AGR Survey.

These surveys were conducted for the Office of Assistant Secretary of Defense (Reserve Affairs) [OASD(RA)] and the Office of the Assistant Secretary of Defense (Force Management and Personnel) [OASD(FM&P)] by the Defense Manpower Data Center (DMDC). Over 12,000 officers and about 52,000 enlisted personnel in all seven reserve components, and over 33,000 spouses, responded to extensive questionnaires sent to them in the spring of 1986.

In the chapters that follow, and in the associated Supplementary Tabulations, we present a description of military personnel based on the surveys.\*<sup>1</sup> In addition to extensive, heretofore unknown, family demographic and economic characteristics, behavioral and attitudinal data are presented. The reactions of these men and women to current policies, their plans for the future, the ways in which their reserve participation interacts with their civilian lives as family members and as participants in the labor force, and their assessments of their training in the reserves are discussed.

Clearly, the satisfaction and performance of members of the reserve forces are partly a reflection of the effectiveness of personnel policies. This report, and other analyses which will be conducted using the survey data, are a contribution toward an assessment of current policies and the formulation of new ones.

## 2. Audience for the Report

Data collected in broad-based personnel surveys such as the 1986 RC Surveys cannot in a single report or volume meet the needs of all of its potential audiences entirely. Although the data were collected to satisfy a set of information requirements, many of these were intentionally general in scope so as to provide for future, as yet unanticipated, uses. In addition, the various actual and potential users of these data have differing needs as to the complexity and level of detail of specific analyses.<sup>2</sup> In all likelihood, each of the reserve components will concentrate analysis primarily on its own personnel. Researchers, including individuals at institutions such as federally contracted research centers, the military academies, universities, and consulting and research firms, will be using the data to address specific research questions, some of which may cross component lines.

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\* Notes are found at the end of each chapter.

In the course of the initial survey planning, it became clear that a report which presented a broad overview of the data would serve as a useful document and reference tool for both current and potential users. Senior DoD managers in the Office of the Secretary of Defense (OSD) and in the regular and reserve components, and interested members of Congress and the public, would find a basic descriptive summary of the demographic and attitudinal data on the current reserve forces useful. DoD analysts could use both the present report and its associated Supplementary Tabulations in the preparation of reports, issue papers, congressional testimony, briefings, and correspondence without additional analyses. Finally, DoD, the Coast Guard, and the regular and reserve components could use the information in these reports to place problems in perspective and identify issues which require policy attention. It is toward the audiences described above that this report is directed.

In the remainder of this chapter, we first provide an abridged legislative history of the reserve forces, beginning with their Constitutional origins and ending with the All-Volunteer Force era. Second, the organization of the report is discussed, including abbreviated summaries of the contents of subsequent chapters. Finally, the analytic approach is summarized.

## **B. Background: The Reserve Forces in Historical Perspective**<sup>3</sup>

### **1. Constitutional Origins**

The 200th anniversary of the Constitution of the United States of America may serve as a reminder that the Constitution codified a military system that had roots in the English militia tradition and a century and a half of American colonial experience. The militia clause of the Constitution (Article I, Section 8, Clauses 15 and 16) provided for the continued existence of the militia.<sup>4</sup> The Constitution also provided very broad power to the Congress to raise and support armies (Article I, Section 8, Clause 12).

The Militia Act of 1792 served to implement the provisions of the militia clause of the Constitution. While inadequate with respect to providing the United States with trained military reserves to augment the regular forces, it was the only permanent legislation covering the organization of the militia until the Twentieth Century.

The legal framework for our current reserve forces was established beginning with the Dick Act of 1903 and continuing through the Act of June 15, 1933 amending the National Defense Act.<sup>5</sup> At the end of this period, the Army National Guard of the United States had been created and its members were now at all times members of both the National Guard of their State and of a reserve component of the Army. The new statutes also created for the first time purely Federal reserve forces and the Reserve Officers Training Corps (ROTC) program.

The Dick Act provided that the National Guard would be equipped through Federal funds and conform to the organization of the Regular Army. It also established a requirement for 24 armory drills and a five day encampment annually, and authorized the assignment of Regular Army instructors to the National Guard.<sup>6</sup> The National Defense Act of 1916 required more training for the National Guard and authorized federal pay for drills and administrative work as well as for field encampments. The 48 drill periods and 15 days of field training requirement established for the National Guard in 1916 remains today the statutory minimum requirement for the Guard.

## 2. Reserve Forces Following World War II and Korea

Mobilization plans in place prior to World War II assumed a full mobilization of reserve forces and qualified civilian manpower. The actual sequence of events did not follow this planning scenario. In fact, active duty and National Guard forces were increased and National Guard training time was expanded in 1939 and 1940. In 1940, mobilization of the reserve was approved and a peacetime draft enacted.

Nevertheless, similar mobilization plans were developed after the war. Even had more flexible mobilization plans for reserve forces been in place, however, they would have been difficult to execute. This was because the legal vulnerability to recall of reserve units and members was not differentiated by their training status. All reserves were equally vulnerable to mobilization, and units and individual reserve training priorities were not clearly specified.

Within the newly formed Department of Defense there was recognition that problems with existing reserve forces required immediate attention. While the underlying legal structure of the reserve system was complete by 1933, statutes setting out detailed and uniform mobilization, training, compensation and personnel systems were not in place.

In November of 1947, Secretary of Defense James Forrestal directed a comprehensive study of the reserve components. The report was to include recommendations on how reserve components should be structured and organized to best carry out their missions. In addition, the study was to address the measures needed to eliminate disparities and inequities among the components.

The report of this study, issued in June of 1948, is known as the "Gray Report" after the chairman, then Assistant Secretary of the Army Gordon Gray.<sup>7</sup> The report called attention to the major defense responsibilities of the United States in the unstable post-war world and the extent to which the reserves were necessary to meet defense needs. It noted further that these reserve forces would have to be immediately ready for mobilization and deployment. The authors assumed that it was unlikely that future conflicts would give the United States

time for an intensive period of arming and training after mobilization and prior to initial combat.

At the same time, a major revision to the reserve compensation system was under consideration in the Congress and, on June 29, 1948, a nondisability retirement program for reserve personnel was enacted. The purpose of this new program was to encourage longer reserve service so that there would be a relatively large group of well-trained reserves available if needed for mobilization. The reserve retirement system has not been substantively revised since enactment. The 1948 initiative may be seen as the first step in the creation of a structured manpower, personnel and compensation management system designed to meet readiness and training requirements of the reserve forces.

Many of the recommendations of the Gray Report dealt with the structure for training, compensating and promoting reserve members. The report recommended a simplified structure common to all Services. This included dividing reserve forces into active and retired categories and categorizing the active reserve forces in accordance with the degree of required participation in training.

Also recommended were pay for all drill periods, the establishment of uniform appointment, promotion and separation criteria for reserve members, and a standard system of benefits for reservists injured, disabled or killed during training. To meet the training standards demanded by the mission and mobilization requirements to be placed on reserve forces, the assignment of full-time personnel, in particular Guardsmen and Reservists on full-time duty, was recommended. The problem of conflicts between increased training requirements and civilian employment was also addressed. Standard and uniform policies relative to leave from civilian employment for reserve training were suggested as a solution.

The invasion of South Korea by North Korean troops just a few days short of two years after issuance of the Gray report underscored many of the conclusions which that study had reached. The manpower needs associated with the Korean War did not fit with a full mobilization strategy. In fact, time for training, deployment and employment was limited. The result was that reservists who were not being paid to train and who had not trained since their release from active duty following World War II were called in large numbers. They were the first reservists in the combat zone. The need to call first those reservists who were veterans of World War II and who, within the Guard and Reserve structure, were relatively low priority volunteer and inactive reservists was controversial.

Within a year after the start of the Korean War, in January of 1951, Secretary of Defense George Marshall announced a set of 39 long-range policies designed to provide for ready and effective reserve forces. These policies, expanded in number to 43, were formally set out in April of that year. Developed to a large extent from the



findings and recommendations of the Gray Report, the new Department of Defense Policies clearly set out the purpose of reserve forces and defined the reserve components.

They outlined a structure for the organization and administration of reserve affairs, including a Reserve Forces Policy Board in the Office of the Secretary of Defense and similar policy committees in each Military Department. The structure for the reserve forces followed the lines recommended by the Gray Report. They would consist of a Ready Reserve, made up of units and individuals available for immediate employment in any expansion of the active forces and subject to involuntary active duty for training not to exceed 15 days a year, a Standby Reserve and a Retired Reserve. Reserve forces training categories, indicating the minimum required training and training priority, were to be established along with a system of setting priorities for involuntary order to active service.

The Reserve Forces Policies called for adequate and equitable promotion systems and stated that members in an inactive status would not be eligible for promotion. The Services were required to maintain adequate and current personnel records for all reserves and a standard system of physical examinations was established. Policies for full-time personnel were also set out. All regular officers were, to the fullest extent practicable, to spend a tour with the reserve forces. Reserve officers and enlisted members were to be placed on continuous active duty in connection with the organization, training and administration of the reserve forces.

### 3. Uniform Military Training and Service Act

Enacted on June 19, 1951 during the Korean War, the purpose of this act was:

"First to raise immediately the manpower necessary to build and maintain an armed force [to meet] our minimum security requirement, and, secondly, to provide for the maintenance of an adequate force of trained reserves...." 8

To achieve the first objective, every male 18 to 26 years of age was required to register for military service. Those in this group over age 18 1/2 were liable for service in the armed forces. In support of the second objective, all those inducted, enlisted or appointed prior to age 26 were subject to a total military service obligation in the active and reserve forces of eight years. Young men who joined the National Guard before age 18 1/2 and who were satisfactory participants in the Guard were deferred from induction. Upon completion of active duty, qualified members were to be automatically transferred to a reserve component. While this provided for a flow of trained and untrained men into the reserve components, those components still lacked an integrated and adequate personnel, training and compensation system.

#### 4. The Armed Forces Reserve Act of 1952

The Armed Forces Reserve Act of July 9, 1952 was the first of several major legislative initiatives of the 1950's and 1960's which, taken together, formed the basis for a reserve system with more rigorously defined training, promotion, pay and personnel systems and a clear hierarchy of mobilization priorities and vulnerabilities. It was based in considerable part on the 43 Defense policies of April, 1951.

The Act declared that the reserve components are:

"maintained for the purpose of providing trained units and qualified individuals to be available for active duty . . . in time of war or national emergency, and at such other times as the national security may require, to meet the requirements of the Armed Forces . . . during and after the period needed for procurement and training of additional trained units and qualified individuals . . . ." (66 Stat. 482).

It specified the seven reserve components, to include the Army National Guard of the United States and the Air National Guard of the United States, and declared it essential that the strength and organization of the National Guard, as an integral part of the first line defenses of the nation, be maintained and assured.

Established in law as a result of the Act were the Ready, Standby and Retired Reserve categories, and the physical examination and recordkeeping requirements of the DoD Policies. Also included were requirements for a Reserve Forces Policy Board and for top level civilian and military officials with specific responsibilities for reserve component affairs on the military department and service staffs. Provisions for full-time support to reserve forces by regular and reserve members were also specified.

Also following on the DoD Policies, but set out in greater detail, were provisions for voluntary and involuntary active duty and release from duty. Uniform training and pay categories were mandated for all purely Federal reserve components. These categories were to specify the types, degrees and duration of training required. The new law did not, however, require minimum training for any category or establish penalties for non-participation. It did provide general authority to require up to 15 days of annual training for all reservists in an active status.

Finally, the 1952 Act set up a system of allowances for the purchase of uniforms for reserve officers. These allowances were payable when ordered to active duty and at certain other times contingent upon satisfactory participation. It also provided authority to provide enlisted members with rations in kind when performing inactive duty training of at least eight hours in any day.

## 5. Reserve Officer Personnel Act

The DoD Policies and the Armed Forces Reserve Act required that adequate and equitable systems for the promotion of active status reservists be established. The systems were to be patterned, insofar as practicable, after the regular component systems. Before these systems were fully in place, however, the Reserve Officer Personnel Act (ROPA) was enacted on September 3, 1954 (Pub.L 773, 68 Stat 1147).

ROPA provided detailed statutory procedures for the promotion, precedence, constructive service credit, grade distribution, retention, and voluntary and involuntary separation of reserve officers. The legislation was largely based on the officer personnel systems established for regular officers by the Officer Personnel Act of 1947. The Congressional committees were concerned that the lack of a firm, adequate promotion system reduced the incentive for active reserve participation in peacetime and caused confusion and discontent following mobilization. The Korean experience had provided concrete evidence with respect to the latter concern. ROPA was an important part of the manpower, personnel and compensation systems developed after Korea. For officer personnel management procedures, ROPA filled out the provisions of the Armed Forces Reserve Act of 1952. In so doing, it relied heavily on the structure provided by the earlier Act.

## 6. Reserve Forces Act of 1955

The Reserve Forces Act of 1955 reflected continued concern about reserve programs. Both the Congress and the Executive Branch issued major studies in 1953 and 1954 focusing on the status of reserve forces. A primary concern in both was that, under existing rules, reserve forces could not be maintained at the high state of readiness needed to meet immediate mobilization requirements. There was high attrition and low participation in training programs. Individuals who enlisted directly into the National Guard did not attend any form of initial basic training and only gradually acquired the necessary military skills through drill and annual training attendance. The 1952 law required that consideration be given to the length and nature of previous service whenever the Ready Reserve might be mobilized in time of a Presidentially declared national emergency. However, there was widespread concern that lack of trained younger men would result in experienced veterans again being called first in any future emergency.

In January of 1955, President Eisenhower sent a message to Congress relative to military security which included recommendations for new legislation on both active and reserve forces. The bulk of the message dealt with new measures deemed necessary to strengthen reserve forces.

The House Armed Services Committee began hearings on these recommendations in early February. Prior to enactment six months later, the bill had been rewritten five times. During June, when the legislative progress bogged down, President Eisenhower twice publicly

stressed the need for new reserve legislation to strengthen the reserve forces.

The new law, enacted on August 9, 1955, reduced the military service obligation from eight to six years for individuals entering military service after its enactment. But for these new members it established for the first time an obligation to participate in reserve training and established enforcement measures to help ensure the participation requirements were met. The 1955 Act also provided for continuous screening of Ready Reservists under regulations to be prescribed by the President. This process was intended to ensure that those members who could not be mobilized in an emergency would be transferred to the Standby Reserve so that no significant attrition would occur to Ready Reserve units and members during a mobilization.

The original legislative proposal would have required all new members who enlisted directly into the reserve components to complete basic training. While this proposal was not enacted, emphasis on special enlistment programs provided by the Reserve Forces Act of 1955 was credited with greatly reducing the number of Ready Reservists who had not completed 4 months of active duty for training or the equivalent. It was estimated by the Department of Defense that immediately prior to the 1955 Act over half of the members of the Ready Reserve did not have basic training. By 1960, this had been reduced to under five percent.

The two special reserve enlistment programs added in 1955 were: (1) a two-year active duty program, and (2) a draft deferment/exemption in exchange for enlistment in a Reserve program requiring three to six months of active duty for training or in a National Guard program with no active duty requirement.

The draft deferment/exemption program was repealed in 1963. The new law substituted a program which provided a draft exemption in exchange for a 6 year reserve enlistment with an initial period of active duty for training of not less than 4 months. Subsequent amendments revised the length of active duty for training required from 4 months to 12 weeks and modified the requirement for commencement of the training from 180 days after enlistment to 270 days. These changes, together with new service policies for training reserve enlistees, effectively eliminated the long-standing basic training problem.

#### 7. Reserve Forces Bill of Rights and Vitalization Act, 1967

The last major piece of legislation affecting the basic manpower and compensation structure of the reserve forces was the Reserve Forces Bill of Rights and Vitalization Act of 1967. This Act created a Selected Reserve force within the Ready Reserve. A Selected Reserve within the Ready Reserve of the Navy had been established by regulation in 1958 and the Department of Defense had strongly advocated statutory sanction for a smaller reserve force in a higher state of

readiness. In 1966 just over 50 percent of the total Ready Reserve was in paid training. The new Selected Reserve force was, for the most part, composed of members participating in paid training.

Under the new law, the organization and unit structure of the Selected Reserve was to be approved by the Secretary of Defense and, in the case of the Coast Guard Reserve, the Secretary of Transportation. Selected Reserve strength was to be authorized annually by Congress. Ready Reservists not in the Selected Reserve were administratively classified to the Individual Ready Reserve. While priority status was now focused on that part of the Ready Reserve associated with immediate readiness, Ready Reservists still had the same liability for call to active duty and, under the law, could be required to meet the same minimum training requirements.

Other important, if less dramatic, changes with respect to personnel and compensation were revised training requirements and the authorization of per diem for reservists. The Reserve Forces Act of 1955 had required (1) not less than 48 inactive duty training periods, and (2) not more than 17 days of active duty for training. The 1967 Act revised the latter requirement to not less than 14 days. It also mandated that non-prior service enlistees into the reserve components who were qualified for induction perform an initial period of active duty for training of not less than 4 months to commence insofar as practicable within 180 days after enlistment.

The Act also included significant changes in the structure for administration of the reserve components within the Department of Defense. A statutory position, requiring Presidential appointment and the advice and consent of the Congress, for a Deputy Assistant Secretary of Defense was established. It also created statutory authority within each of the military departments for an Assistant Secretary for Manpower and Reserve Affairs and for military chiefs of the Army Reserve and the Air Force Reserve.

### C. Total Force Policy and the All-Volunteer Force

#### 1. The Policy

On August 21, 1970, Secretary of Defense Melvin Laird directed the Military Departments to apply a total force concept to all aspects of planning, programming, manning, equipping and employing Guard and Reserve forces. Increasing reliance and dependence was to be placed on the Guard and Reserve as a combat-ready part of the total force structure as active forces were reduced. In this manner the adequacy of the total military capability could be maintained while reducing the overall cost of defense programs.

The Selected Reserve was now to be maintained as a force in being, able to deploy rapidly and to operate side-by-side with active force units in peacetime as well as when mobilized. The readiness objectives

were directed toward the degree of mobilization and training readiness that had been intended in the Reserve Forces Bill of Rights and Vitalization Act. Under that Act, the Secretaries of the Military Departments were required to provide the personnel and the materiel support to enable the Selected Reserve to meet the mobilization readiness requirements prescribed for them by the Joint Chiefs of Staff in contingency and war plans.

On August 23, 1973, Secretary of Defense Schlesinger stated that the Total Force was no longer a concept but a "Total Force Policy which integrates the Active, Guard and Reserve forces into a homogenous whole." He recognized the progress that had been made but directed specific actions toward achieving the readiness required by contingency plans.

## 2. The All-Volunteer Force

The report of the President's Commission on an All-Volunteer Armed Force indicated that the Commission "recognized from its first meeting the need for special attention to the problems of the reserve forces."<sup>9</sup> They also recognized that their analysis of this problem suffered from a serious lack of data.

While the Commission tentatively concluded that a reserve force associated with the 2.25 to 2.5 million member active force could be maintained in an all-volunteer environment, the precipitous decline in strength from 987,000 in 1970 to 788,000 in 1978 experienced by the Selected Reserve was cause for widespread concern. Contemporary analysis of this trend noted that the manpower deficits varied markedly by component, being significantly greater for the Army Reserve and Marine Corps Reserve (and, to a lesser extent, for the Army National Guard). Also, heavy losses of draft-motivated members at the end of their first enlistment could have been expected to cause a drop in reserve strengths without significant increases in reserve accessions.<sup>10</sup>

The Total-Force policy recognized that "reserve forces would take on an enhanced importance in an all-volunteer environment due to the smaller planned size of the active force and the diminished capability, without an operating draft, to rapidly expand the active force during mobilization."<sup>11</sup> Thus, the significant decline in Selected Reserve strengths experienced in the 1970s triggered significant, if belated, attention to reserve manpower issues. In 1976, President Ford directed a review of the effectiveness of reserve compensation in meeting manpower objectives. Increased management attention, greatly expanded recruiting resources and new bonus authorities all helped to reverse the unfavorable strength trends after 1978.

## 3. Current Status

By 1984 Selected Reserve numbers had reached an all time high, surpassing the previous strength peak which had been achieved in 1959

when reserve service could qualify an individual for deferment from the draft. Selected Reserve strength has continued to grow as missions and roles for reserve forces expand. Since 1981, significant new benefits and protections for reservists and their families have been implemented. These enhancements recognized the increased demands of reserve service.

When the 1986 Reserve Components Surveys were conducted, many reservists were being asked to train more intensely and for longer periods than ever before. The extent to which increased training results in time and schedule conflicts between reservists and their civilian employers and puts additional stresses on family and community activities was addressed in the surveys in some detail. Thus, the development of the survey design and the questionnaires was conducted in the context that significant informational needs existed to support the analysis of reserve manpower and compensation programs that could be effectively filled in no other way. For example, the results reported in the following chapters and Supplementary Tabulations should provide policy makers valuable information concerning how employer and family conflicts affect reserve service and perhaps suggest programs or the need for programs to reduce these impacts.<sup>12</sup>

As the data collection was coming to an end in 1986, President Reagan directed that the Sixth Quadrennial Review of Military Compensation (QRMC) "undertake a comprehensive evaluation of the benefits and costs of all reserve compensation programs."<sup>13</sup> The QRMC staff formed to conduct this evaluation is drawing very heavily upon the 1986 RC Surveys in their analyses. The reports of the Sixth QRMC which are scheduled to be issued in 1988 will, accordingly, provide a much more detailed analysis of the survey data as they apply to the compensation and benefit programs applicable to reserve members than reported here. Also, responses from such groups as reserve health professionals and ACP/TARs will be reported on fully in the QRMC reports, as will the analysis of data bearing on recruiting and retention of reserve manpower. It is precisely because of work undertaken by the QRMC that this report does not address several areas covered by the surveys in more than passing detail.

In the remainder of this report we focus on trained personnel in the Selected Reserve. These approximately 1,012,000 men and women are the largest portion of the United States Ready Reserve. The current organizational structure of the Selected Reserve and a summary of the obligations of its members is discussed in Chapter 3.

#### D. Organization of the Report and Analytic Approach

##### 1. Organization and Chapter Contents

In addition to this Introduction and Background (Chapter 1), this report contains a methodological chapter (Chapter 2) and seven substantive chapters. A supplementary set of volumes contains

extensive data tables organized according to the subject areas of chapters in the main report. The reader can easily go from any point in the main text to the supplements to find more detailed data on the subject. Readers interested in specific components may wish to refer to the supplements, as all information presented in them is presented separately for each component, as well as totals for the six DoD components and totals for the Selected Reserve, i.e. all seven components. The general contents of Chapter 2-9 are described below.

Chapter 2. "Introduction to the 1986 Reserve Components Surveys." After a brief discussion of survey research in the Department of Defense, this chapter describes the survey design and provides information about the sample, data collection, response rates, weighting procedures and the questionnaires.

Chapter 3. "Military Background of Guard and Reserve Trained Personnel." This chapter presents information on the military experience among members of the seven reserve components, including the source of their entry into the component in which they are currently serving, source of commission for officers, length of military service (both active and reserve), pay grade distributions and military occupations.

Chapter 4. "Personal and Family Characteristics of Guard/Reserve Members." Data on the personal characteristics, educational attainments and household composition of part-time unit members are presented in this chapter. Included are age and sex by prior service status, marital status, educational level completed and current school attendance.

Chapter 5. "Participation in and Perspective of Military Activities." A range of military activities and participation rates for part-time members are discussed in this chapter. In addition, the relative satisfaction levels with various aspects of unit activities, ranging from quality of training to opportunities to use military skills are outlined. Finally, the members' perceptions of unit training problems are described.

Chapter 6. "Civilian Employment and Perceived Employer Attitudes." This chapter begins with a description of members' civilian jobs and employers. Next, the interface between Guard/Reserve duty and civilian employment is explored, beginning with an examination of how members got time off from their civilian jobs for Guard/Reserve participation and how they were paid. Data are presented on member perceptions of the extent to which their absence for Guard/Reserve participation is a problems for their employers, and their perception of employer attitudes toward their Guard/Reserve participation. Finally, data on the degree of correspondence between reservists' civilian jobs and their primary military occupational specialties are discussed.



Chapter 7. "Members' Family and Community Life." This chapter presents data on spouse employment and military background; members' perception of the degrees to which their absence for weekend drills, Annual Training/ACDUTRA and extra time at Guard/Reserve are problems for their families; members' perceptions of their spouses' attitudes toward their reserve participation; and members' feelings about the amount of time they spend on various activities. (More detailed treatment of these and related issues from the point of view of spouses of part-time unit members are presented in a companion report.<sup>14</sup>)

Chapter 8. "Reasons for Participation and Plans to Continue." This chapter explores the motivations and plans of Selected Reserve members and their reasons for joining and staying in the reserves. Levels of satisfaction with several retention-related items, their plans for the year following the survey and, finally, their long-range intent for Guard/Reserve participation are included.

Chapter 9. "Overall Assessments of Guard/Reserve Service." This final chapter presents data on the general assessments of part-time members in units of their experience in the Guard/Reserve. Members' ratings of unit morale, as well as their satisfaction with selected features of the Guard/Reserve, are discussed. Finally, the members' overall satisfaction with their participation in the Guard/Reserve is presented.

## 2. Analytic Approach

The tables and occasional graphs used to present data in Chapters 3-9 compare the percentages of reserve members on a large number of dimensions, with a major emphasis placed on comparisons among the various reserve components. Statistical tests of significance were not used. In a survey with such a large sample most estimates can be made so precisely that even small differences in observations between components and other large groupings are statistically significant. Some of the statistically significant differences are unimportant for policy purposes. Estimates for some subgroups, however, are based on small numbers of observations. Differences smaller than 5 to 10 percentage points are generally not discussed, unless they appear to be part of a particular pattern or are important for policy reasons. Unclassifiable or missing data are generally less than two percent of the responses. They have been excluded from the tabulations as a separate category, as they are assumed to be distributed in the same way as the available data.

The reader interested in more detailed information is directed to the Supplementary Tabulations mentioned earlier. In addition, the data bases from the 1986 RC Surveys will be made available for more detailed analysis both within OSD and to the individual reserve components. A public use data base will be available after an initial period of internal analysis.

## ENDNOTES

<sup>1</sup>Description of Officers and Enlisted Personnel in the U.S. Selected Reserve: 1986. Supplementary Tabulations from the 1986 Reserve Components Surveys (1987).

<sup>2</sup>For example, staff members of the Sixth Quadrennial Review of Military Compensation (QRMC) are already using these data in a comprehensive evaluation of the benefits and costs of all reserve compensation programs.

<sup>3</sup>Sections B and C of this chapter are based on material prepared for the Sixth QRMC.

<sup>4</sup>The militia clause of the Constitution provides that:

The Congress shall have Power... To provide for organizing, arming, and disciplining the Militia, and for governing such part of them as may be employed in the Service of the United States, reserving to the States... the Appointment of Officers, and the Authority of training the Militia according to the discipline described by Congress.

<sup>5</sup>Two accounts of these statutory provisions that complement one another in scope and detail may be found in Weiner, F. B. (1940, December). The Militia Clause of the Constitution. Harvard Law Review, LIV, No. 2, 182-220; and Goldrich, R. L. (1980, Fall). Historical Continuity in the U.S. Military Reserve System. Armed Forces and Society, 7, 88-112.

<sup>6</sup>A 'drill' is a four-hour period of training. Generally, two drills are held on one day, with four drills typically conducted during a weekend.

<sup>7</sup>Department of Defense (1948). Reserve Forces for National Security - Report to the Secretary of Defense. Washington, DC: Government Printing Office.

<sup>8</sup>Senate Armed Services Committee, Report No. 117, 82d Congress, 1st session, p.1.

<sup>9</sup>The Report of the President's Commission on an All-Volunteer Force. Washington, DC: Government Printing Office, 1970, p. 97.

<sup>10</sup>Cooper, R.V.L. (1977). Military Manpower and the All-Volunteer Force. Santa Monica, CA: The Rand Corporation, pp. 150-158.

<sup>11</sup>Brinkerhoff, J. R. & Grissmer, D. W. (1986). The Reserve Forces in an All-Volunteer Environment. In Bowen, W., Little, R. and Sicilia, G. T. (Eds). The All-Volunteer Force After a Decade. McLean, VA: Pergamon-Brassey, p. 209.

<sup>12</sup>Also see the companion volumes, Description of Spouses of Officers and Enlisted Personnel in the U.S. Selected Reserve: 1986. A Report Based on the 1986 Reserve Components Surveys and Description of Spouses of Officers and Enlisted Personnel in the U.S. Selected Reserve: 1986. Supplementary Tabulations from the 1986 Reserve Components Surveys.

<sup>13</sup>Memorandum for the Honorable Casper W. Weinberger, The Secretary of Defense, Subject: The Sixth Quadrennial Review of Military Compensation (QRMC), The White House, Washington, D.C., September 25, 1986.

<sup>14</sup>See Endnote 12.

## 2. AN INTRODUCTION TO THE 1986 RESERVE COMPONENTS SURVEYS

This chapter provides an overview of the 1986 Reserve Components Surveys. It includes a discussion of survey research in the Department of Defense and the design used in conducting the present surveys. Information about the sample, data collection, response rates and the questionnaires is also provided.

### A. Survey Research in the Department of Defense

In formulating manpower and personnel policy, the Department of Defense (DoD) relies on both administrative data and on survey data. Administrative data are personnel-related information collected from individuals, or maintained about them, primarily for record-keeping purposes. Such information is used in determining the types and amounts of military compensation, eligibility for various forms of health and program benefits, and performance assessments. These data are largely automated and readily available for policy research and formulation purposes.

Survey data collected in DoD include social characteristics, descriptive, economic, demographic, and behavioral information, as well as data about tastes, preferences, experiences, and projected behaviors. Survey data are currently collected from samples of individuals, using a range of methodologies. Data are most frequently collected using self-administered questionnaires distributed and collected individually or in group settings. They are also collected through personal and telephone interviews and as an adjunct to field experiments. Survey data can be used to supplement administrative data as well as to address issues which cannot be studied from the administrative data. Particularly if collected periodically and systematically, these data serve as a basis for assessing the response of military personnel to policy changes and for identifying areas for future policy action.

Each of the Services and the reserve components undertakes policy analyses using their own administrative data and data from surveys conducted among their own personnel. In general, such studies address Service- or component-specific issues. Issues which are cross-Service or cross-component in nature are addressed within the Office of the Secretary of Defense (OSD). Either such studies are conducted by OSD or a single service is designated to conduct a study on OSD's behalf.

The administrative data used to support OSD studies are less detailed than those available at the Service or component level, since the former are primarily used for policy formulation and assessment, while the latter are used for detailed personnel management as well as for policy purposes. Surveys conducted at the OSD level strive for a balance between data which will allow for cross-Service or cross-component policy analysis and data detailed enough so that they can also be used by the separate military services.

The 1986 Reserve Components Surveys (1986 RC Surveys) described below are the most recent examples of OSD surveys, developed and conducted with the cooperation of the reserve components and intended to provide data for both OSD and component-specific studies. In the case of the 1986 RC Surveys, the Coast Guard Reserve was included to ensure comprehensive coverage of all seven reserve components of the armed forces.

B. Background of the 1986 Reserve Components Surveys.

1. Purpose

In January, 1983, the Deputy Secretary of Defense mandated a survey of military families, who were increasingly recognized as important to the retention and preparedness of the armed forces. While each of the military services had previously conducted small-scale studies of Service-specific military families, a single consistent cross-service data set which could be used to study emerging family issues was not available. Concurrent with the requirement to create a data base for studying military families, DoD also had a need to assess the impact of a range of personnel policies implemented in the past few years. Because there was a great deal of overlap in the information needed for both purposes, i.e., studying family issues and studying a broad range of personnel issues, the two requirements were merged.

In preparation for that task, the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics) [currently the Assistant Secretary of Defense (Force Management and Personnel)] established the Family Survey Coordinating Committee, a DoD-wide committee which assessed both information requirements and data sources within the DoD. Early in the deliberations of the Committee, it was recognized that major surveys of both the active and the reserve components were required. Recognizing the complexity of the undertaking, the Committee initiated active force surveys but temporarily postponed the reserve components surveys. The 1985 DoD Survey of Officer and Enlisted Personnel (1985 DoD Member Survey) and the 1985 DoD Survey of Military Spouses (1985 DoD Spouse Survey), collectively the 1985 DoD Surveys of Officer and Enlisted Personnel and Military Spouses (1985 DoD Surveys), were thus conducted to meet the requirements for data from active-duty military personnel and their spouses.\*

In February, 1985, the Deputy Assistant Secretary of Defense (Guard/Reserve Manpower and Personnel) [DASD(G/R M&P)] asked the Defense Manpower Data Center (DMDC) to act as his agent in the conduct

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\*See Endnotes to this chapter.

of the 1986 Reserve Components Surveys. DMDC had acted in a similar capacity in the conduct of the 1985 active duty surveys. In addition, the DASD(G/R M&P) convened a special committee of reserve component representatives to focus on establishing the requirements for the surveys. The 1986 Reserve Components Surveys, described in detail in the remainder of this chapter, were conducted to meet the requirements for data from members of the reserve components and their spouses.

Together, the 1985 DoD Surveys and the 1986 Reserve Components Surveys provide data sets on the total population actively involved in the military way of life. The survey data collected from both of these major surveys can be used to study:

- o The response of military personnel to changes in military compensation and benefits enacted in recent years;
- o Factors affecting individual preparedness and retention of active-duty and reserve personnel;
- o Projected behavior of military personnel in response to possible changes in personnel management;
- o Differences in career orientations, attitudes, and experiences between members of different subgroups, e.g., occupational specialties, officers and enlisted members, minorities, men and women;
- o The demographic, household, familial and other characteristics of military personnel, couples, and families, including special groups such as dual-career couples and single-parent families;
- o The impact of military policies on aspects of military and family life such as residential arrangements, continuing education, and spouse employment;
- o Family well-being, including economic issues facing military families; and
- o Demand for, use and adequacy of programs providing family services.

In addition, data available from the 1986 Reserve Components Surveys can be used to address a variety of questions about National Guard and Reserve components members and families which heretofore have been the subject of limited or outdated research, broad stereotyping, and speculation. These include:

- o Patterns of previous active and reserve component service;
- o Financial issues that would face Guard and Reserve families in the event of mobilization;

- o The interaction between the amount and forms of reserve compensation and career intentions;
- o The relationship between civilian occupations and military occupations for members;
- o Availability of medical and health coverage to reserve families from non-reserve sources;
- o The impact of employer policies, practices and attitudes on member reserve participation; and
- o The role of the family in reserve participation.

## 2. Previous Reserve Studies

The 1985 DoD Surveys and the 1986 Reserve Components Surveys (1986 RC Surveys) build directly on OSD-sponsored survey research conducted in recent years. The objectives of these surveys include a systematic examination of, and provision of policy-sensitive information about the military life cycle. The military life cycle includes both reserve and active force enlistment and reenlistment decisions, career orientations, responses to policies that affect military members and their households, and decisions to leave the military.

Beginning in FY 1979, several major life cycle surveys have been conducted. The 1979 DoD Survey of Personnel Entering Military Service and the 1981 and 1983 DoD Surveys of Applicants for Military Service focussed on enlistment decisions. The 1978/79 DoD Survey of Officer and Enlisted Personnel (1978/79 DoD Surveys) focused on the in-service population; i.e. the men and women on active-duty in the four Services. The 1985 DoD Surveys are closely related to the 1978/79 DoD Surveys both in subject areas and survey design.

Former studies of the reserve components include the 1979 Reserve Force Studies Surveys (1979 RF Surveys) and the 1984 Survey of National Guard and Reserve Members. The 1979 RF Surveys were administered to a cross-section of enlisted personnel and unit commanders in both the Army National Guard and Army Reserve. The purpose of the surveys was to collect data for the Office of the Deputy Assistant Secretary of Defense (Reserve Affairs) and the Army Guard and Reserve components to support policy research analysis on reserve force and manning problems. The study was limited to a sample of 441 Army National Guard and Army Reserve units, 219 for specialized case studies and 222 randomly selected. In each unit, questionnaires were administered to all junior and senior enlisted personnel and to the unit commanders. In addition, one questionnaire was filled out either by the unit commander or another unit member (generally the unit military technician) to report basic factual information about each sampled unit.

The 1984 Survey of National Guard and Reserve Members was conducted at the request of the Office of the Deputy Assistant Secretary of Defense (Reserve Affairs) and the Office of the Deputy Assistant Secretary of Defense (Military Personnel and Force Management). The purpose of the survey was to provide information on the attitudes and experiences of Selected Reserve members with regard to the military identification card system and other aspects of reserve service. The sample included 201 units. Within sampled units, all Selected Reserve members (including drilling members, Active Guard/Reserve or Training and Administration of Reserve members (AGR/TARs), and military technicians) were asked to complete questionnaires.

### 3. Brief Description of the 1986 Reserve Components Surveys

The 1986 Reserve Components Surveys (1986 RC Surveys) consist of three portions, two of reserve component members and the third of their spouses. The 1986 Reserve Components Survey: Selected Reserve Officer and Enlisted Personnel (1986 RC Member Survey) surveyed a sample of Selected Reserve unit members. Individual Mobilization Augmentees (IMAs), i.e., Selected Reservists who train with the active components, and military technicians, i.e., Selected Reservists who are also employed full-time in reserve units in a civilian capacity, were also included in the 1986 RC Member Survey. The 1986 Reserve Components Survey: Full-Time Support Officer and Enlisted Personnel (1986 RC AGR Survey) surveyed a sample of Active Guard/Reserve or Training and Administration of Reserve (AGR/TARs) members. Individuals in all seven reserve components (Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, Air Force Reserve and Coast Guard Reserve) were included in both the 1986 RC Member Survey and, where appropriate, in the 1986 RC AGR Survey.

As an additional part of these surveys, a follow-up of selected Army National Guard and Army Reserve units included in the 1979 RF Surveys was conducted. Of the 222 units randomly selected in 1979, 145 were still in existence in 1986. A census of approximately 13,000 enlisted members in these units constituted the 1979 RF Follow-Up portion of the 1986 RC Surveys. These units were included so that changes in personnel attitudes and attributes could be compared between 1979 and 1986. Members selected for the 1979 RF Follow-Up are included in the 1986 RC Member Survey population.

The 1986 RC Member Survey and the 1986 RC AGR Survey were administered to a sample of approximately 121,000 Guard/Reserve members (including about 13,000 in units previously sampled in 1979) in the United States and Puerto Rico. Five questionnaire versions were used: officer and enlisted members (including technicians and IMAs) (Forms 1 and 2); full-time support officer and enlisted personnel (Forms 3 and 4), and the commanders of units in the 1979 RF Follow-Up (Form 7).

The 1986 Reserve Components Survey of Spouses of Selected Reserve Personnel (1986 RC Spouse Survey) was a census of the spouses of all



individuals sampled for participation in the 1986 RC Member Survey and the 1986 RC AGR Survey. A questionnaire was sent to approximately 75,000 spouses in English (Form 5) and Spanish (in Puerto Rico) (Form 6) versions.

All of the questionnaires contained a core group of questions similar to those used in previous DoD active and reserve surveys covering members' and spouses' characteristics and current experiences.

### C. Survey Populations and Samples

The Reserve Components Common Personnel Data System (RCCPDS) as of 30 October 1985 was used to initially define the population on which the samples were based. In addition to the information used for sampling, RCCPDS contains other administrative data on Guard/Reserve members which were used in data collection. The 1986 RC Surveys contain three units of analysis: military personnel, spouses and couples.

#### 1. Military Personnel

The population for the basic military samples of the 1986 RC Surveys consisted of Selected Reserve trained officer and enlisted personnel; i.e., individuals in the training pipeline were excluded. These personnel are included in the Selected Reserve strength of all reserve components. Therefore, the sample population was smaller by approximately 9 percent from the total population of the Selected Reserve. The basic stratification variable was reserve component. Within each component, personnel were classified by reserve category (RCAT) as defined in RCCPDS, officer/enlisted personnel status and sex. The four reserve categories are unit members (RCAT = S), non-unit members or IMAs (RCAT = T), military technicians (RCAT = M), and full-time support personnel or AGR/TAR (RCAT = F). The final sample sizes were based on a compromise between the number of questionnaires needed for detailed analyses of special small populations and budgetary constraints. In most strata, the design provided for a 10 percent sample. The sample design also provided for larger sampling ratios of women, officers, Marine Corps Reserve and Coast Guard Reserve personnel. The final stratification scheme along with the sampling ratios is shown in Table 2.1. Within each stratum, a random sample of military personnel was selected with equal probability of selection using the sampling ratios shown in Table 2.1. The final sample sizes, by stratum, are shown in Table 2.2.

As indicated above, in addition to the basic sample, approximately 13,000 Army National Guard (ARNG) and Army Reserve (USAR) members of specific units from the 1979 RF Surveys were surveyed. These 145 units had been randomly selected and surveyed in the 1979 RF Surveys and were still in existence in late 1985. Table 2.3 shows the complete follow-up sample, in strata defined on the basis of unit size; i.e., following the classification used in the 1979 RF Surveys. The table shows 12,977 individuals were selected; 7,443 individuals in the ARNG

Table 2.1 1986 Reserve Components Surveys Sampling Ratios  
for Military Members

Respondent Type	Reserve Component						
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR
<u>Unit Members (RCAT=S)</u>							
Officer							
Male	0.10	0.10	0.10	0.40	0.10	0.10	0.60
Female	0.20	0.20	0.20	0.80	0.20	0.20	1.00
Enlisted							
Male	0.10	0.10	0.10	0.20	0.10	0.10	0.30
Female	0.10	0.10	0.10	0.20	0.10	0.10	0.30
<u>Non-Unit Members (IMAs) (RCAT=T)</u>							
Officer							
Male	-	0.10	-	0.40	-	0.10	-
Female	-	0.20	-	0.80	-	0.20	-
Enlisted							
Male	-	0.10	-	0.20	-	0.10	-
Female	-	0.10	-	0.20	-	0.10	-
<u>Technicians (RCAT=M)</u>							
Officer							
Male	0.10	0.10	-	-	0.10	0.10	-
Female	0.20	0.20	-	-	0.20	0.10	-
Enlisted							
Male	0.10	0.10	-	-	0.10	0.10	-
Female	0.10	0.10	-	-	0.10	0.10	-
<u>Full-Time Support (FTS-AGR/TAR) (RCAT=F)</u>							
Officer							
Male	0.10	0.10	0.10	0.40	0.10	0.10	-
Female	0.20	0.20	0.20	0.80	0.20	0.20	-
Enlisted							
Male	0.10	0.10	0.10	0.20	0.10	0.10	-
Female	0.10	0.10	0.10	0.20	0.10	0.10	-

Table 2.2 Basic Sample of Military Members Selected  
for the 1986 Reserve Components Surveys

Respondent Type	Reserve Component							Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
<u>Unit Members (RCAT=S)</u>								
Officer								
Male	3,175	3,345	1,872	976	935	584	890	11,777
Female	385	1,340	331	46	163	309	74	2,648
Enlisted								
Male	30,785	15,826	7,650	6,040	5,971	3,729	2,890	72,891
Female	1,408	3,164	899	224	777	852	300	7,624
<u>Non-Unit Members (IMAs) (RCAT=T)</u>								
Officer								
Male	-	795	64	208	-	651	-	1,718
Female	-	94	9	39	-	164	-	306
Enlisted								
Male	-	291	4	97	-	347	-	739
Female	-	42	2	13	-	85	-	142
<u>Technicians (RCAT=M)</u>								
Officer								
Male	531	96	-	-	187	77	-	891
Female	31	13	-	-	9	7	-	60
Enlisted								
Male	1,548	243	-	-	1,790	672	-	4,253
Female	141	29	-	-	162	55	-	387
<u>Full-Time Support (FTS-AGR/TAR) (RCAT=F)</u>								
Officer								
Male	277	280	164	76	92	15	-	904
Female	22	43	16	18	7	2	-	108
Enlisted								
Male	1,523	592	1,254	154	441	32	-	3,996
Female	188	191	89	34	110	11	-	623
Total	40,014	26,384	12,354	7,925	10,644	7,592	4,154	109,067

Table 2.3 1979 Reserve Forces Follow-up Survey Sample

Reserve Component	Unit Size	Selected
<u>Army National Guard</u>	101-160	54
	41-100	2,174
	101-160	3,911
	161+	<u>1,304</u>
Subtotal		7,443
<u>Army Reserve</u>	0-40	270
	41-100	1,043
	101-160	1,863
	161+	<u>2,358</u>
Subtotal		5,534
Total		<u>12,977</u>

and 5,534 in the USAR. However, some individuals in the ARNG or USAR are in both samples, that is, they were randomly selected as part of the basic sample and happened to be members of 1979 RF Follow-Up. The actual number of additional unique individuals sampled was 11,700: 6,707 in the Army National Guard and 5,013 in the Army Reserve. Put another way, there is an overlap of 1,257 individuals, 736 in the Army National Guard and 521 in the Army Reserve who are in both the basic 1986 RC Surveys sample and the 1979 RF Follow-Up.

## 2. Spouses

The 1986 RC Spouse Survey queried the total population of spouses of married military members who had been randomly selected for inclusion in the military portions of the 1986 RC Surveys. While the accuracy of marital status information in RCCPDS made this administrative data of limited use in selecting married members, it was possible to make a rough estimate of the total number of reservists who were married. It was estimated that approximately 75,000 individuals in the basic and additional samples described above would be married at the time of data collection.

## 3. Couples

The couple data have been derived by merging survey information

provided by married military survey respondents with that given by their responding spouses. A unique aspect of the couple information is the existence of married couples both of whom are Guard/Reserve members. It is clear that, with two distinct probabilities, either or both partners of any dual-Guard/Reserve couple could have been drawn into the military sample. If both partners were selected, both received "military" questionnaires to complete. In addition, both partners also received 1986 RC Spouse Survey questionnaires. Because the spouse questionnaire was sufficiently different from the member questionnaire, both partners were asked to fill out the spouse questionnaire. When only one partner was selected into the member sample, the couple was asked to complete one member and one spouse questionnaire between them.

#### D. Survey Administration and Response Rates

##### 1. Administration

Data collection for the 1986 Reserve Components Surveys was the responsibility of component-specific administrative units, coordinated by the DMDC, ODASD(G/R M&P) and representatives from each of the reserve components.

Prior to the start of data collection, DMDC provided a contractor, National Computer Systems (NCS), with a tape of the military sample selected from the 30 October 1985 RCCPDS file. The tape contained two types of records. The first type, Record Control Number (RCN) records, defined the location of the targeted military sample. RCN records contained unit addresses for all military members in the survey, numbers of specific questionnaire variants sent to each location, and other information for survey control purposes. (The term "unit" in this context refers to an organizational element of the reserve components such as headquarters, a company or platoon.) The second type, individual records, contained information about each person to be surveyed at each unit. The information included name, Social Security Number (SSN), rank, questionnaire variant assigned to the individual, and the individual's home address. NCS used this information in producing field materials and in the survey tracking system designed for these surveys.

NCS mailed packages containing questionnaires and related materials directly to approximately 15,000 units in the U.S. and Puerto Rico. On the average, units had 7-10 survey participants. However, many units had only one or two survey participants, while other units (including the 1979 RF Survey follow-up units) had 50 or more survey participants. The survey packages mailed to units contained the following documents:

- o Survey checklist;
- o Printed roster identifying military survey participants and

requesting spouse information and member address and information correction;

- o Alternate return mailing labels for those expected to be absent during the survey administration;
- o Member survey packets (including questionnaires with computer-generated member identification numbers and cover letters, in individually addressed envelopes/survey packets for each member survey participant);
- o Spouse packets (including questionnaires with computer-generated spouse identification numbers and cover letters, in individually addressed envelopes/survey packets for each spouse survey participant);
- o Administration instruction booklet; and
- o Return mail packaging materials.

With minor variations resulting from component-specific organizational differences, the administrative procedures used for data collection were the same in each of the components. The basic process is summarized below:

- o Prior to sending the survey package, a "heads up" letter was sent to the unit commander requesting the name of a point-of-contact (POC) to administer the survey as well as the POC's telephone number.
- o Next, a survey package was sent to the POC or unit commander (if a POC had not been designated). When a survey package arrived at a unit, the POC was responsible for the following actions:
  - Reviewing, completing, and returning the Survey Checklist to NCS. The checklist allowed survey administrators to specify any deficiencies in the survey package shipment. They were required to complete same and return to NCS.
  - Reviewing, and completing the Survey Roster. Survey administrators reviewed the roster, indicated members who were still in the unit, those who are expected to be absent during the survey administration, and those married. They also verified home addresses and/or provided corrected home addresses and, for married members, provided the spouse's name.
  - Mailing Spouse Survey Packets. The mailing contained Spouse Survey packets addressed "to the Spouse of ..." for all members selected to participate in the survey, since information available prior to the survey was judged inadequate for data collection purposes. Administrators

were instructed to destroy packets for unmarried members. For those married, the correct spouse name was to be substituted where possible for "to the Spouse of ..." and addresses verified and corrected where necessary. Corrected packets were then mailed to the home address by the unit point-of-contact -- not given to members to take home.

- Separating Member Survey Packets and Returning Survey Roster. Using the Survey Roster, administrators were instructed to separate the Member Packets into groups of those who were no longer in the unit, those expected to be absent, and those expected to be present at either the next drill or the one following. The packets for those no longer in the unit were to be destroyed. Packets were mailed to members at home if they were expected to be absent during the administration period. An alternate return mailing label was enclosed, so questionnaires could be returned directly to the contractor. Packets for unit members expected to be at either of the next two drills were held for administration. Annotated survey rosters were then to be returned to NCS.
- Administering Member Survey. Returning Completed Questionnaires and Questionnaires for Those Unexpectedly Absent During Administration Period. Questionnaire packets were distributed to members during the next drill following receipt of materials or, if any were absent, at the following drill. Units were expected to give time for members to complete the questionnaire during the drill. The survey administrator collected all completed questionnaires in sealed envelopes. After the second drill, completed questionnaires were packaged and mailed to the contractor.

To ensure that data collection procedures were being followed, the survey contractor monitored each stage of the process and sent follow-up letters and special reminders to unit points-of-contact. Follow-up letters were sent if checklists, rosters, and questionnaires were not received within a specified period of time after initial transmittal. NCS processed completed member and spouse questionnaires, as they were returned, by optically scanning, editing and coding responses onto computer tapes. Follow-ups (including a second questionnaire) were sent to the home addresses of those members expected to be absent from drills, and to spouses, if questionnaires were not received within a specified period of time.

Administrative procedures for individuals identified as IMAs (RCAT = T) were somewhat different. IMAs are programmed in significant numbers in only three components: Army Reserve, Marine Corps Reserve and Air Force Reserve. For the Army and Air Force Reserve samples, computer tapes listing the names, SSNs, and mailing addresses were sent

to the Reserve Personnel Centers where the addresses were corrected and forwarded to NCS. Survey packets were then sent directly to their home addresses. In the Marine Corps Reserve, a survey package containing survey packets was sent to the Personnel Center in Kansas City. There, packet addresses were hand-corrected and mailed directly to the home addresses of IMAs and their spouses.

Data collection from spouses followed another scenario, one less complex than used for the member surveys. As indicated above, questionnaire packets were mailed directly to verified or corrected home addresses from units or from NCS or the Marine Corps Personnel Center in the cases of spouses of IMAs. Following the pattern of the member survey, spouses received an introductory letter and a follow-up letter from component-specific military leaders and, after several weeks, received a second questionnaire. While the units were responsible for mailing the initial questionnaire to the spouses, the follow-up activities were the responsibility of the contractor. Thus, if the unit had failed in following the procedures for the initial mailing, the second mailing insured that at least one questionnaire was sent.

Questionnaires to the 145 unit commanders in the 1979 RF Follow-Up were mailed directly to them by NCS, several weeks after the start of the main data collection activities. For this group, follow-up activities were handled by DMDC. Personal telephone calls were made to commanders from whom questionnaires were not received within a reasonable amount of time.

Throughout the data collection, ODASD(G/R M&P) was informed of the surveys' progress and asked to provide special assistance, e.g., resolving unit specific problems or contacting components who appeared not to be conducting the survey in a timely fashion.

## 2. Response Rates

As shown in Table 2.2, the basic sample selected for the military member surveys consisted of a total of 109,067 officer and enlisted personnel. Including individuals unique to the 1979 RF Follow-Up Survey, i.e. excluding those who were selected for both samples, a total of 120,787 were to be surveyed.

Data collection for the survey began in February 1986 with the mailing of the initial notification letters to units containing sampled individuals. Because of the dispersion of the sample, varying drill schedules, and the follow-up efforts initiated to improve response rates, the last questionnaires were not received by the survey processing contractor until June 1986. The majority of the questionnaires, however, were filled out in March and April 1986.

Data collection for the spouse survey lagged that of the member surveys initially by several weeks, since the first questionnaires were mailed by the unit. Follow-up efforts, however, lagged even more. The



lag resulted from the reliance on verifications and corrections of spouse home addresses to arrive from military units. This delay in completing the initial mailing, combined with the requirement to send second questionnaires to spouses who did not respond initially, meant that the last questionnaires for the spouse survey were not received until late July 1986.

One way to assess the response rates among military members is to compare the numbers of questionnaires mailed out with the final numbers received. Table 2.4 provides a complete set of member response rates, by stratum, and the frame count (i.e., the number in the population), the number selected, the number eligible, and the number responding. Table 2.5, an abridgement of Table 2.4, shows the same data by reserve component, for both officers and enlisted personnel separately and combined.

The unadjusted response rates shown in Tables 2.4 and 2.5 do not account for the fact that some individuals who had been selected for participation from the 30 October 1985 administrative files were no longer members of the unit to which the questionnaires were sent at the time of actual data collection. There are several reasons why this occurs. First, individuals may have totally separated from the armed forces, i.e. were no longer members of any reserve or active component. Second, individuals may have transferred from a reserve component to an active component. Third, individuals may have transferred within the reserve components to either another classification, e.g. individual ready reserve, to another component, or to another unit within their original component. Experience with the reserve components shows that a "losing" unit may or may not have information about the actual status of a "lost" member. For example, an individual may inform his unit that he is totally separating from the reserve components due to geographical relocation but may, in fact, rejoin another unit several months later. Thus, the administrative procedures specified that survey eligible members were only those who were unit members at the time of data collection. (Unit members who were absent during data collection were eligible to participate.)

As can be seen, the unadjusted response rates for all components, officer and enlisted personnel combined, except the Army, are over 50 percent. Since the Army components constitute a significant portion of the total DoD sample selected, (65 percent), its response rate lowers the (unadjusted) overall DoD total to 53 percent. As is usually the case, officer response rates were higher than those for enlisted personnel, with the overall DoD officer total (unadjusted) being 67 percent and the enlisted personnel (unadjusted) being 50 percent.

Adjusted response rates, which take account of the administrative procedures, were calculated by comparing the sample selected as of 30 October 1985 with (a) the survey control files which reflect information received from units as to whether the reservists selected were still unit members when data were collected and (b) for units who did not provide this information, the 30 June 1986 RCCPDS

Table 2.4 1986 Reserve Components Surveys Response Rates  
for Military Members, by Stratum

Stratum	Sex	Reserve Component	Frame Count	Selected	Eligible	Responding	Unadjusted Response Rate	Adjusted Response Rate
RCAT = F (AGR/TAR) Rank Group = Officer								
1	F	USAR	211	43	36	27	62.8	75.0
2	F	USAFR	9	2	2	1	50.0	50.0
3	F	ARNG	110	22	22	14	63.6	63.6
4	F	ANG	32	7	6	5	71.4	83.3
5	F	USMCR	24	18	11	10	55.6	90.9
6	F	USNR	80	16	14	12	75.0	85.7
7	M	USAR	2796	280	237	182	65.0	76.8
8	M	USAFR	146	15	15	14	93.3	93.3
9	M	ARNG	2803	277	268	187	67.5	69.8
10	M	ANG	924	92	91	79	85.9	86.8
11	M	USMCR	190	76	73	59	77.6	80.8
12	M	USNR	1632	164	145	106	64.6	73.1
		Subtotal	8957	1012	920	696	68.8	75.7
RCAT = F (AGR/TAR) Rank Group = Enlisted								
13	F	USAR	1909	191	162	76	39.8	46.9
14	F	USAFR	102	11	11	9	81.8	81.8
15	F	ARNG	1914	205	191	124	60.5	64.9
16	F	ANG	1095	110	104	91	82.7	87.5
17	F	USMCR	167	34	32	24	70.6	75.0
18	F	USNR	888	89	81	44	49.4	54.3
19	M	USAR	5920	592	502	278	47.0	55.4
20	M	USAFR	311	32	31	21	65.6	67.7
21	M	ARNG	15315	1729	1611	1161	67.1	72.1
22	M	ANG	4415	441	431	384	87.1	89.1
23	M	USMCR	769	154	141	86	55.8	61.0
24	M	USNR	12540	1254	1107	586	46.7	52.9
		Subtotal	45345	4842	4404	2884	59.6	65.5

Table 2.4 (continued)

Stratum	Sex	Reserve Component	Frame Count	Selected	Eligible	Responding	Unadjusted Response Rate	Adjusted Response Rate
RCAT = M (Military Technicians) Rank Group = Officer								
25	F	USAR	61	13	12	7	53.8	58.3
26	F	USAFR	31	7	7	6	85.7	85.7
27	F	ARNG	156	31	30	24	77.4	80.0
28	F	ANG	43	9	9	9	100.0	100.0
29	M	USAR	963	96	89	66	68.8	74.2
30	M	USAFR	762	77	73	58	75.3	79.5
31	M	ARNG	5323	531	494	406	76.5	82.2
32	M	ANG	1862	187	183	167	89.3	91.3
Subtotal			9201	951	897	743	78.1	82.8
RCAT = M (Military Technicians) Rank Group = Enlisted								
33	F	USAR	285	34	29	17	50.0	58.6
34	F	USAFR	542	55	50	42	76.4	84.0
35	F	ARNG	1430	157	135	83	52.9	61.5
36	F	ANG	1613	162	151	134	82.7	88.7
37	M	USAR	2430	323	278	162	50.2	58.3
38	M	USAFR	6713	672	650	525	78.1	80.8
39	M	ARNG	15518	1786	1671	1116	62.5	66.8
40	M	ANG	17900	1790	1738	1496	83.6	86.1
Subtotal			46431	4979	4702	3575	71.8	76.0

Table 2.4 (continued)

Stratum	Sex	Reserve Component	Frame Count	Selected	Eligible	Responding	Unadjusted Response Rate	Adjusted Response Rate
RCAT = S (Unit Members) Rank Group = Officer								
41	F	USAR	6849	1340	1124	724	54.0	64.4
42	F	USAFR	1545	309	282	226	73.1	80.1
43	F	ARNG	1938	385	324	220	57.1	67.9
44	F	ANG	813	163	154	125	76.7	81.2
45	F	USMCR	57	46	43	33	71.7	76.7
46	F	USNR	1668	331	276	206	62.2	74.6
47	F	USCGR	74	74	68	64	86.5	94.1
48	M	USAR	34271	3345	2804	2011	60.1	71.7
49	M	USAFR	5833	584	541	400	68.5	73.9
50	M	ARNG	31809	3175	2784	1959	61.7	70.4
51	M	ANG	9353	935	890	739	79.0	83.0
52	M	USMCR	2440	976	858	671	68.8	78.2
53	M	USNR	18755	1872	1629	1313	70.1	80.6
54	M	USCGR	1419	890	792	691	77.6	87.2
Subtotal			116824	14425	12569	9382	65.0	74.6
RCAT = S (Unit Members) Rank Group = Enlisted								
55	F	USAR	31687	4110	3178	1541	37.5	48.5
56	F	USAFR	8534	852	684	485	56.9	70.9
57	F	ARNG	14216	1660	1380	703	42.3	50.9
58	F	ANG	7773	777	690	520	66.9	75.4
59	F	USMCR	1117	224	172	103	46.0	59.9
60	F	USNR	9425	899	715	471	52.4	65.9
61	F	USCGR	1009	300	238	165	55.0	69.3
62	M	USAR	158767	19808	15272	7426	37.5	48.6
63	M	USAFR	37380	3729	3168	2245	60.2	70.9
64	M	ARNG	308589	36763	31648	17847	48.5	56.4
65	M	ANG	59778	5971	5479	4366	73.1	79.7
66	M	USMCR	30255	6040	4980	3086	51.1	62.0
67	M	USNR	77747	7650	6224	3791	49.6	60.9
68	M	USCGR	9739	2890	2457	1788	61.9	72.8
Subtotal			756016	91673	76285	44537	48.6	58.4

Table 2.4 (continued)

Stratum	Sex	Reserve Component	Frame Count	Selected	Eligible	Responding	Unadjusted Response Rate	Adjusted Response Rate
RCAT = T (Non-Unit Members; Individual Mobilization Augmentees)								
Rank Group = Officer								
69	F	USAR	470	94	80	58	61.7	72.5
70	F	USAFR	825	164	139	123	75.0	88.5
71	F	USMCR	48	39	37	27	69.2	73.0
72	F	USNR	44	9	8	6	66.7	75.0
73	M	USAR	7946	795	674	533	67.0	79.1
74	M	USAFR	6559	651	552	503	77.3	91.1
75	M	USMCR	520	208	203	165	79.3	81.3
76	M	USNR	659	64	54	42	65.6	77.8
Subtotal			17071	2024	1747	1457	72.0	83.4
RCAT = T (Non-Unit Members; Individual Mobilization Augmentees)								
Rank Group = Enlisted								
77	F	USAR	419	42	36	15	35.7	41.7
78	F	USAFR	860	85	72	47	55.3	65.3
79	F	USMCR	62	13	13	6	46.2	46.2
80	F	USNR	12	2	2	0	0.0	0.0
81	M	USAR	2904	291	247	125	43.0	50.6
82	M	USAFR	3513	347	294	191	55.0	65.0
83	M	USMCR	483	97	76	28	28.9	36.8
84	M	USNR	41	4	3	1	25.0	33.3
Subtotal			8294	881	743	413	46.9	55.6
Total			1008139	120787	102267	63687	52.7	62.3

Table 2.5 1986 Reserve Components Surveys Response Rates  
for Military Members, by Reserve Components

Reserve Component	Frame Count	Selected	Eligible	Responding	Unadjusted Response Rate	Adjusted Response Rate
Rank Group = Officer						
USAR	53567	6006	5056	3608	60.1	71.4
USAFR	15710	1809	1611	1331	73.6	82.6
ARNG	42139	4421	3922	2810	63.6	71.6
ANG	13027	1393	1333	1124	80.7	84.3
USMCR	3279	1363	1225	965	70.8	78.8
USNR	22838	2456	2126	1685	68.6	79.3
USCGR	1493	964	860	755	78.3	87.8
Subtotal	152053	18412	16133	12278	66.7	76.1
Rank Group = Enlisted						
USAR	204321	25391	19704	9640	38.0	48.9
USAFR	57955	5783	4960	3565	61.6	71.9
ARNG	356982	42300	36636	21034	49.7	57.4
ANG	92574	9251	8593	6991	75.6	81.4
USMCR	32853	6562	5414	3333	50.8	61.6
USNR	100653	9898	8132	4893	49.4	60.2
USCGR	10748	3190	2695	1953	61.2	72.5
Subtotal	856086	102375	86134	51409	50.2	59.7
Reserve Components						
USAR	257888	31397	24760	13248	42.2	53.5
USAFR	73665	7592	6571	4896	64.5	74.5
ARNG	399121	46721	40558	23844	51.0	58.8
ANG	105601	10644	9926	8115	76.2	81.8
USMCR	36132	7925	6639	4298	54.2	64.7
USNR	123491	12354	10258	6578	53.2	64.1
USCGR	12241	4154	3555	2708	65.2	76.2
Total	1008139	120787	102267	63687	52.7	62.3

administrative files. This comparison allowed for the identification of both those who do not appear on RCCPDS at all (i.e. were either no longer in the armed forces or had transferred to the regular components) and those who had made various transfers within the reserve components, e.g., changed component, unit, or transferred out of the Selected Reserve. Of the 120,787 individuals initially selected, 18,520 were in fact not eligible for the survey for the reasons noted above. Of these, 7,971 did not appear in RCCPDS in June 1986 and an additional 10,549 were in RCCPDS but at a unit different from the one at which they were selected for the survey, leaving an effective sample of 102,267.

As shown in Table 2.5, after the adjustments are made the overall response rate is increased to 62 percent. The final (adjusted) officer response rate was 76 percent. The enlisted response rate was 60 percent. Except for the Army components, officer response rates were about 80 percent and those for enlisted personnel were over 60 percent. It is likely that the greater mobility of Army personnel partly explains the lower response rates.

When subgroups of the sample are examined, as shown in Table 2.4, other differences are apparent. For example, among officers, the response rates ranged from a low of 74.6 percent for officers in units to 83.4 percent to officers who were IMAs. Among enlisted personnel, unit members had the lowest response rate, 58.4 percent, and military technicians the highest, 76.0 percent.

The calculation of response rates for spouses is somewhat more complex than that for military members. Unadjusted rates for members were defined as the ratios of the number of questionnaires received to the number mailed out. For military members, the contractor mailed out known numbers to each administrative unit; i.e. the number selected by DMDC. As discussed in Section D.1 above, the contractor provided units with the same number of spouse questionnaires as member questionnaires. Since we know that not all reservists are married, a calculation of unadjusted response rates for spouses in the same way as was done for members is meaningless. The appropriate "mailed out" number should be the number of questionnaires sent out by unit administrators to married members. This number, according to the procedures, should have been reported to the contractor on returned rosters. In fact, some unit administrators did not return rosters and others who returned them did not indicate marital status next to every name. As a result, a determination was made as to the marital status of each reservist in the sample, using a variety of methods and sources.<sup>2</sup> These population estimates, by stratum, together with the number of spouses responding (i.e. questionnaires received) and response rates are shown in Table 2.6. A summary of these data is presented in Table 2.7.

Examination of Table 2.6 shows variation among various subgroups. Among the spouses of officers, the rates range from 49.3 percent among spouses whose mates are part-time unit members (RCAT = S) to 60.6

percent among the spouses of officers who are also military technicians. Among the spouses of enlisted personnel, spouses of unit members have the lowest rate, 34.2 percent, and spouses of military technicians the highest, 54.3. Within subgroups, there is variation both by component and by the sex of the spouse. In general, the response rates for female spouses are higher than those for male spouses and the response rates for the Air Force components are highest among the components.

Table 2.7 summarizes the response rate by component. For spouses of reserve officers, response rates for the Army components were the lowest. Rates for the Naval and Marine Corps Reserve were slightly higher. The response rates for spouses of enlisted personnel in the Army components and Naval and Marine Corps Reserve were also the lowest, and considerably lower than rates among spouses of officers. Since the Army components constitute the largest portion of the samples, their low response rates decrease the overall rates.

Examination by DMDC of all the information available on the data collection suggests several reasons for the low response rates to the 1986 RC Spouse Survey. First, we know that 31 percent of units did not return rosters, and that the majority of these were in the Army components. The number of questionnaires returned by spouses from units who did not return rosters was smaller than from those who did return them. This strongly suggests that a considerable number of spouses may never have received questionnaires from the unit; i.e., that administrative procedures were not followed. The response rate data presented in Tables 2.6 and 2.7 assumes that every eligible spouse received a questionnaire. This may not have been the case. Second, it appears that some administrators gave the spouse's questionnaire to the member to deliver, rather than mailing it to a home address in accordance with the instructions provided. We do not know how many of these questionnaires were never received by a spouse. Again, our response rate calculations assume receipt. This also may not have been the case.

DMDC analyses show that the demographic characteristics of members whose spouses returned questionnaires are the same as those of members whose spouses did not. Further, since respondents to the 1986 RC Member Survey and the 1986 JC AGR Survey reported the demographic characteristics of their spouses, DMDC was able to compare the demographic characteristics of spouses who returned questionnaires with those who did not. The analysis shows that they are quite similar. Similarity of demographic characteristics, however, does not mean that respondents and non-respondents would have similar attitudes and opinions. There is some evidence to suggest that non-respondents are more detached and indifferent to their mates' reserve participation. Thus, the data collected from spouses should be viewed as suggestive rather than definitive. In order to minimize misinterpretation, given the difference in response rates between components, initial reports based on the data from the 1986 RC Spouse Survey will not discuss



Table 2.6 1986 Reserve Components Spouse Survey Response Rates,  
by Stratum

Stratum	Sex	Reserve Component	Population Estimate	Eligible	Responding		Response Rate	
			Total Spouses	Total Spouses	Spouse	Couple	Spouse	Couple

RCAT = F (AGR/TAR)

Rank Group = Officer

1	F	USAR	100	23	10	9	43.5	39.1
2	F	USAFR	7	1	1	1	100.0	100.0
3	F	ARNG	28	10	3	2	30.0	20.0
4	F	ANG	22	4	3	3	75.0	75.0
5	F	USMCR	9	8	4	4	50.0	50.0
6	F	USNR	34	5	2	2	40.0	40.0
7	M	USAR	2519	244	139	130	57.0	53.3
8	M	USAFR	130	13	9	9	69.2	69.2
9	M	ARNG	2628	243	168	146	69.1	60.1
10	M	ANG	973	84	61	60	72.6	71.4
11	M	USMCR	152	63	38	38	60.3	60.3
12	M	USNR	1538	149	82	78	55.0	52.3
Subtotal			8140	847	520	482	61.4	56.9

RCAT = F (AGR/TAR)

Rank Group = Enlisted

13	F	USAR	974	88	26	24	29.5	27.3
14	F	USAFR	33	4	2	2	50.0	50.0
15	F	ARNG	830	91	47	38	51.6	41.8
16	F	ANG	645	65	37	34	56.9	52.3
17	F	USMCR	91	18	8	7	44.4	38.9
18	F	USNR	746	42	16	15	38.1	35.7
19	M	USAR	5014	477	192	170	40.3	35.6
20	M	USAFR	311	29	18	18	62.1	62.1
21	M	ARNG	13006	1439	883	777	61.4	54.0
22	M	ANG	3800	362	252	243	69.6	67.1
23	M	USMCR	520	102	45	36	44.1	35.3
24	M	USNR	10168	878	300	272	34.2	31.0
Subtotal			36138	3595	1826	1636	50.8	45.5

Table 2.6 (continued)

Stratum	Sex	Reserve Component	Population Estimate	Eligible	Responding		Response Rate	
			Total Spouses	Total Spouses	Spouse	Couple	Spouse	Couple

RCAT = M (Military Technicians)  
Rank Group = Officer

25	F	USAR	26	5	3	3	60.0	60.0
26	F	USAFR	21	4	3	2	75.0	50.0
27	F	ARNG	99	15	12	10	80.0	66.7
28	F	ANG	30	4	4	4	100.0	100.0
29	M	USAR	870	88	48	44	54.5	50.0
30	M	USAFR	586	60	38	35	63.3	58.3
31	M	ARNG	4705	486	302	286	62.1	58.8
32	M	ANG	1576	166	124	118	74.7	71.1
			-----	-----	-----	-----	-----	-----
Subtotal			7913	828	534	502	64.5	60.6

RCAT = M (Military Technicians)  
Rank Group = Enlisted

33	F	USAR	97	11	6	5	54.5	45.5
34	F	USAFR	350	31	19	16	61.3	51.6
35	F	ARNG	639	88	33	28	37.5	31.8
36	F	ANG	745	74	42	40	56.8	54.1
37	M	USAR	2006	268	121	101	45.1	37.7
38	M	USAFR	5484	565	351	318	62.1	56.3
39	M	ARNG	12480	1483	855	729	57.7	49.2
40	M	ANG	14259	1478	983	934	66.5	63.2
			-----	-----	-----	-----	-----	-----
Subtotal			36060	3998	2410	2171	60.3	54.3

Table 2.6 (continued)

Stratum	Sex	Reserve Component	Popu- lation Estimate	Eligible	Responding		Response Rate	
			Total Spouses	Total Spouses	Spouse	Couple	Spouse	Couple
RCAT = S (Unit Members) Rank Group = Officer								
41	F	USAR	3920	709	300	252	42.3	35.5
42	F	USAFR	750	149	79	71	53.0	47.7
43	F	ARNG	973	188	72	66	38.3	35.1
44	F	ANG	468	89	47	47	52.8	52.8
45	F	USMCR	34	25	11	11	44.0	44.0
46	F	USNR	1246	233	110	100	47.2	42.9
47	F	USCGR	63	57	43	42	75.4	73.7
48	M	USAR	26901	2629	1323	1187	50.3	45.2
49	M	USAFR	4916	492	316	255	64.2	51.8
50	M	ARNG	24426	2453	1376	1185	56.1	48.3
51	M	ANG	7682	764	506	458	66.2	59.9
52	M	USMCR	2097	804	445	401	55.3	49.9
53	M	USNR	16722	1584	894	841	56.4	53.1
54	M	USCGR	1309	774	520	486	67.2	62.8
Subtotal			91507	10950	6042	5402	55.2	49.3
RCAT = S (Unit Members) Rank Group = Enlisted								
55	F	USAR	11332	1647	275	223	16.7	13.5
56	F	USAFR	3918	422	130	116	30.8	27.5
57	F	ARNG	5484	682	188	153	27.6	22.4
58	F	ANG	3161	331	137	130	41.4	39.3
59	F	USMCR	373	97	19	14	19.6	14.4
60	F	USNR	5217	486	194	169	39.9	34.8
61	F	USCGR	540	150	63	54	42.0	36.0
62	M	USAR	92108	11199	3588	2934	32.0	26.2
63	M	USAFR	25075	2598	1211	1063	46.6	40.9
64	M	ARNG	184063	21712	9266	7509	42.7	34.6
65	M	ANG	41869	4119	2365	2186	57.4	53.1
66	M	USMCR	9735	2202	663	556	30.1	25.2
67	M	USNR	49385	4889	2180	1896	44.6	38.8
68	M	USCGR	6762	2040	1072	980	52.5	48.0
Subtotal			439022	52574	21351	17983	40.6	34.2

Table 2.6 (continued)

Stratum	Sex	Reserve Component	Popu- lation Estimate	Eligible	Responding		Response Rate	
			Total Spouses	Total Spouses	Spouse	Couple	Spouse	Couple
RCAT = T (Non-Unit Members; Individual Mobilization Augmentees)								
Rank Group = Officer								
69	F	USAR	324	52	30	29	57.7	55.8
70	F	USAFR	633	108	54	53	50.0	49.1
71	F	USMCR	44	29	18	15	62.1	51.7
72	F	USNR	0	7	0	0	0.0	0.0
73	M	USAR	6811	666	355	336	53.3	50.5
74	M	USAFR	5639	554	330	324	59.6	58.5
75	M	USMCR	499	185	109	102	58.9	55.1
76	M	USNR	438	55	9	8	16.4	14.5
Subtotal			14388	1656	905	867	54.6	52.4
RCAT = T (Non-Unit Members; Individual Mobilization Augmentees)								
Rank Group = Enlisted								
77	F	USAR	287	22	6	5	27.3	22.7
78	F	USAFR	642	56	28	26	50.0	46.4
79	F	USMCR	69	11	4	3	36.4	27.3
80	F	USNR	0	2	0	0	0.0	0.0
81	M	USAR	2651	176	67	61	38.1	34.7
82	M	USAFR	2926	266	146	136	54.9	51.1
83	M	USMCR	341	81	18	15	22.2	18.5
84	M	USNR	54	1	1	1	100.0	100.0
Subtotal			6970	615	270	247	43.9	40.2
Total			640138	75063	33858	29290	45.1	39.0

Table 2.7 1986 Reserve Components Spouse Survey Response Rates,  
by Reserve Component

Reserve Component	Population Estimate	Eligible	Responding		Response Rate	
	Total Spouses	Total Spouses	Spouse	Couple	Spouse	Couple
Rank Group = Officer						
USAR	41471	4416	2208	1990	50.0	45.1
USAFR	12682	1381	830	750	60.1	54.3
ARNG	32859	3395	1933	1695	56.9	49.9
ANG	10751	1111	745	690	67.1	62.1
USMCR	2835	1114	625	571	56.1	51.3
USNR	19978	2033	1097	1029	54.0	50.6
USCGR	1372	831	563	528	67.7	63.5
	-----	-----	-----	-----	-----	-----
Subtotal	121948	14281	8001	7253	56.0	50.8
Rank Group = Enlisted						
USAR	114469	13888	4281	3523	30.8	25.4
USAFR	38739	3971	1905	1695	48.0	42.7
ARNG	216502	25495	11272	9234	44.2	36.2
ANG	64479	6429	3816	3567	59.4	55.5
USMCR	11129	2511	757	631	30.1	25.1
USNR	65570	6298	2691	2353	42.7	37.4
USCGR	7302	2190	1135	1034	51.8	47.2
	-----	-----	-----	-----	-----	-----
Subtotal	518190	60782	25857	22037	42.5	36.3
Reserve Component						
USAR	155940	18304	6489	5513	35.5	30.1
USAFR	51421	5352	2735	2445	51.1	45.7
ARNG	249361	28890	13205	10929	45.7	37.8
ANG	75230	7540	4561	4257	60.5	56.5
USMCR	13964	3625	1382	1202	38.1	33.2
USNR	85548	8331	3788	3382	45.5	40.6
USCGR	8674	3021	1698	1562	56.2	51.7
	-----	-----	-----	-----	-----	-----
Total	640138	75063	33858	29290	45.1	39.0

individual reserve components. Rather, a general discussion of spouse issues for the reserve components in general is presented.

Finally, examination of Tables 2.6 and 2.7 shows that the response rates for couples are lower than those for spouses. These lower rates result from the administrative procedures which called for independent administration of questionnaires to members and spouses. A response on the part of a member was not a prerequisite for a spouse to receive or complete a questionnaire. In order for a couple to be included in the couple response rates, both the member and the spouse had to return completed questionnaires. What these data show is that for approximately 4,600 completed spouse questionnaires a matching completed member questionnaire was not received.

### 3. Weighting the Data

To allow time for questionnaire distribution and mailing of packages to units, a gap of several months was planned between sample selection and survey administration. Since questionnaires were sent to individuals selected by name, planning for the surveys could not readily make provisions for surveying new unit accessions between sample selection and survey administration. Further, as discussed above, provisions were made for forwarding questionnaires to individuals who would be absent during the period of data collection. As described in the section of the sample design, other technical considerations resulted in excluding from the sample individuals who were in the training pipeline (RCAT = U). This includes unit members awaiting or attending initial active duty for training and untrained Selected Reservists attending specialty training programs such as chaplain candidates, health, etc.

Because the sampling plan allowed for disproportionate sampling among subgroups in the DoD population, differential weights were required for the different subgroups. In addition, weights were required to adjust for the fact that the sampled subgroups did not respond to the survey in identical rates. When the sample of respondents was weighted, population statistics could be computed, indicating estimates for the population at a given point in time.

Inspection of the dates on which actual questionnaires were filled out indicates that the majority were completed in March and April 1986. However, in selecting a RCCPDS population to which weight adjustments would be made, the decision was made to use the 30 June 1986 file, since it would most likely reflect lag between changes in the field situation at the time of the survey and inclusion of those changes in the RCCPDS files. Weights were calculated separately for the basic sample and for the 1979 RF Follow-Up. A weighting procedure was then utilized in which the 1979 RF Follow-Up sample was combined with the basic sample's ARNG and USAR components. The final combined sample weights can be used to produce consistent estimates of the Selected Reserve trained population as of 30 June 1986. Table 2.8 shows the total component populations, by reserve category and by

Table 2.8 Relationship of Usable Questionnaires to Selected Reserve Population as of 30 June 1986  
1986 Reserve Components Surveys

	Selected Reserve Component						Total DOD	USOGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
Total Strength <sup>1</sup>	448,997	614,591	224,627	94,248	111,282	153,237	1,646,982	18,508	1,665,490
Total Trained Personnel	394,378	258,964	129,300	35,897	107,449	74,251	1,000,239	12,350	1,012,589
Officer									
Generalizable Population <sup>2</sup>									
AGR/TAR	2,938	3,015	1,814	221	1,065	164	9,217	--	9,217
Mil. Technician	5,431	1,007	--	--	1,847	789	9,074	--	9,074
Unit Member	32,816	41,395	21,491	2,620	10,201	7,554	116,077	1,571	117,648
Non-Unit Member	--	8,667	850	629	--	7,330	17,476	--	17,476
Total	41,185	54,084	24,155	3,473	13,113	15,837	151,847	1,571	153,418
Number of Usable Questionnaires									
AGR/TAR	201	209	118	69	84	15	696	--	696
Mil. Technician	430	73	--	--	176	64	743	--	743
Unit Member	2,179	2,735	1,519	704	864	626	8,627	755	9,382
Non-Unit Member	--	591	48	192	--	626	1,457	--	1,457
Total	2,810	3,608	1,685	965	1,124	1,331	11,523	755	12,278
Percent of Generalizable Population Responding									
AGR/TAR	6.8	6.9	6.5	31.2	7.9	9.1	7.6	--	7.6
Mil. Technician	7.9	7.2	--	--	9.5	8.1	8.2	--	8.1
Unit Member	6.6	6.6	7.1	26.9	8.5	8.3	7.4	48.1	53.2
Non-Unit Member	--	6.8	5.7	30.5	--	8.5	8.3	--	8.3
Total	6.8	6.7	7.0	27.8	8.6	8.4	7.6	48.1	8.0

Table 2.8 (continued)

	Selected Reserve Component						Total	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DOD	USOGR Reserve
<u>Enlisted</u>								
Generalizable Population <sup>2</sup>								
AGR/TAR	17,241	7,713	15,793	1,045	5,743	426	47,961	—
Mil. Technician	16,159	2,583	—	—	18,790	7,239	44,771	—
Unit Member	322,295	193,008	89,337	30,959	69,720	46,025	751,344	10,763
Non-Unit Member	—	4,485	46	415	—	4,493	9,439	—
Total	355,695	207,789	105,176	32,419	94,253	58,183	853,515	10,763
								864,278
Number of Usable Questionnaires								
AGR/TAR	1,285	354	630	110	475	30	2,884	—
Mil. Technician	1,199	179	—	—	1,630	567	3,575	—
Unit Member	18,550	8,967	4,262	3,189	4,886	2,730	42,584	1,953
Non-Unit Member	—	140	1	34	—	238	413	—
Total	21,034	9,640	4,893	3,333	6,991	3,565	49,456	1,953
								51,409
Percent of Generalizable Population Responding								
AGR/TAR	7.5	4.6	4.0	10.5	8.3	7.0	6.0	—
Mil. Technician	7.4	6.9	—	—	8.7	7.8	8.0	—
Unit Member	5.8	4.7	4.8	10.3	7.0	5.9	5.7	18.2
Non-Unit Member	—	3.1	2.2	8.2	—	5.3	4.4	—
Total	5.9	4.6	4.7	10.2	7.4	6.1	5.8	18.2
								6.0
								8.0
								5.8
								4.4
								6.0

<sup>1</sup>Source: U.S. Department of Defense. Official Guard and Reserve Manpower Strengths and Statistics. Washington, D.C.: Assistant Secretary of Defense (Reserve Affairs). June 1986, page 1.

<sup>2</sup>The 1986 RC Member Survey and the 1986 RC AGR Survey. Differences between the sum of the generalizable populations from the surveys and Total Trained Personnel shown above are due to rounding.



officer and enlisted status, for which inference can be made using the 1986 RC Surveys data.

#### E. The Survey Questionnaires

As noted above, the data requirements for the 1986 Reserve Components Surveys were developed by two groups of individuals: those concerned with broad issues of personnel management and those specifically concerned with family issues. In order to address both types of issues in a systematic fashion, the Deputy Assistant Secretary of Defense (Guard/Reserve Manpower and Personnel) established a committee consisting of representatives from each of the reserve components, as well as representatives from his office and DMDC technical experts. The Committee concurred with the conclusion reached at the time the 1985 DoD Surveys were designed, namely, that new information would need to be collected. The Committee also identified subject areas covered in previous efforts which would be important to reevaluate, as well as new areas for which survey data would be helpful.

An outline which consolidated all of the requirements was then circulated to all interested OSD offices and individuals. These included researchers who had utilized previous reserve survey data, especially the 1979 RF Survey, both within DoD and in other government agencies as well as Committee members.

##### 1. Questionnaire Development

Following general agreement on content, DMDC prepared draft questionnaires. In constructing the questionnaires, special attention was paid to ensuring comparability, whenever possible, with previous military and civilian survey efforts. The most heavily relied on questionnaires were those from the 1979 Reserve Studies Surveys and the 1985 DoD Surveys.

Draft questionnaires were reviewed by the same groups involved in developing the data requirements and, after agreement was reached, the questionnaires were prepared by DMDC for pretesting.

The pretesting was conducted in iterative fashion; that is, problems identified in one pretest were corrected prior to the next. Correction generally involved modification of items or clarification of instructions. In some instances, however, the pretests identified subject areas which had been overlooked in assembling the data requirements. By the time the questionnaires were considered final, formal and informal pretests had been conducted with officers, enlisted personnel and spouses. Both officer and enlisted personnel participated in pretests at an Air Force Reserve Unit and Coast Guard Reserve unit in Richmond, VA, an Army Reserve unit at Ft. Meade, MD., an Army Guard Dental Unit in Iowa City, Iowa, a Naval Reserve unit in Baltimore, MD. and an Army Reserve unit in Boston, Mass. Full-time support personnel participated in pretests at Andrews Air Force Base,

MD (DC Air National Guard) and in the Office of the Assistant Secretary of Defense (Reserve Affairs). The major changes resulting from the pretests are discussed below.

In the original planning, it had been assumed that separate questionnaire variants were needed for officer and enlisted personnel who are not unit members, i.e., individual mobilization augmentees (IMAs). Visits to the three components (Army Reserve, Marine Corps Reserve and Air Force Reserve) who utilize IMAs led to the conclusion that IMA issues were quite similar to those of unit members. Thus, IMAs could receive the basic member questionnaires. Codes preprinted on the questionnaires would, however, allow data from this population to be analyzed separately.

The pretest at the Army Guard Dental Unit in Iowa City, Iowa, highlighted the importance of addressing training issues in detail. Members were particularly concerned that the only time they got to practice their skills was during Annual Training. Questions dealing with training were expanded, including the addition of a question assessing the percentage of time spent working in the member's primary occupation.

The utilization of time, both training time and time required for meeting reserve obligations, came up in several Army National Guard and Army Reserve locations. To address these concerns, a question asking the number of unpaid hours (monthly) spent at drill locations was added.

The Naval Reserve pretest was especially helpful in clarifying differences in nomenclature between its members and members of other reserve components. One example is the use of the abbreviation ACDUTRA (Active Duty for Training) instead of Annual Training (AT) as used by most other reservists. As a result, in many places, the questionnaires provide for alternate terminology, e.g. Annual Training/ ACDUTRA and MOS/Rating/Specialty.

In developing the FTS-AGR/TAR questionnaire variants, DMDC relied heavily on the 1985 DoD Survey of Officer and Enlisted Personnel. A pretest conducted with FTS-AGRs of the DC Air National Guard, and discussions with several TARs, clarified differences between components utilizing FTS personnel, as well as differences between FTS personnel and active duty personnel in the regular components. For example, some National Guard AGRs had difficulty answering the questions that related to PCS moves, since the relocation process is different for full-time support members from that of active component members. Accordingly, the questionnaire was modified to account for the differences. Questions on career status were also modified to account for component differences.

For all membership categories, questions about military background presented problems, since some of the distinctions which are analytically important are difficult to communicate in a

questionnaire. For example, initially FTS-AGR/TARs were asked how long they had served on active duty, followed by a question asking how long they had served in the Guard/Reserve. Individuals with prior active duty time, Selected Reserve time and FTS tours encountered problems. Attention to wording, question order and asking for estimates of time spent in different categories clarified some of the problems. Inspection of the data, however, indicates that not all problems of this type were resolved.

A pretest theme, one corrected in the revisions, was a sentiment that more questions should be asked about the interface between reserve obligations and benefits and civilian employment and benefits. Questions about loss of overtime pay at civilian jobs, medical benefits, and related issues were subsequently added.

As a result of all the pretests, the questionnaire underwent considerable refinements. Questions were deleted, added and reworded for clarity and simplicity so that respondents would have little trouble in answering them. In the final iterations, comparability with previous research was reviewed and attention was paid to questionnaire length. Where question modifications were marginal in improving clarity, but where the modification would lose comparability, the original wording was restored.

The spouse questionnaire was also subjected to rigorous pretesting and underwent important changes from the initial questionnaire to the final one. In the initial versions, the spouse was asked many questions which assumed greater familiarity with the reserve components than proved to be the case. In the end, most of these questions were excluded and the questionnaire oriented more towards understanding what spouses knew, the types of information they would be interested in having, and detailed information about themselves.

## 2. Questionnaire Contents

A total of seven questionnaire forms were used in the data collection for the 1986 Reserve Components Surveys. For the member surveys, two nearly identical pairs were developed. The difference is primarily in terminology and in the inclusion of some items which pertain specifically only to officers or only to enlisted members. Form 1 was used for all officers, except FTS-AGR/TARs and Form 2 for all enlisted personnel, except FTS-AGR/TARs. Form 3 was for FTS-AGR/TAR officers, and Form 4 for FTS-AGR/TAR enlisted personnel. Form 5 was used for all English-speaking spouses and Form 6 was a direct translation, into Spanish, for spouses who elected to use it in Puerto Rico. (The spouses in Puerto Rico received both an English and a Spanish version of the questionnaire in the same envelope.) A seventh form for the commander of the 1979 RF Follow-Up units was almost identical to that used in the 1979 RF Surveys.

1986 RC Member Survey. The first section of each of the regular member survey questionnaire (Forms 1 and 2), "Military Background,"

collected basic data such as reserve component, pay grade, number of active duty years, number of years in the reserve components and the different components in which the respondent had served. For Officers, procurement source was ascertained. Section II, "Military Plans," probed the respondent's future plans by asking the likelihood of staying in the reserves under current conditions, as well as under several hypothetical management options (e.g. an increase in drills and/or Annual Training), number of good years, plans to elect the Survivor Benefits Plan, plans for the next year, and participation reasons. Officers were asked about their current obligation, its completion date and if they intended to participate at the end of their obligation.

Section III, "Military Training, Benefits and Programs," asked the respondents how they were trained for their current Primary MOS/Specialty/Rating or Designator and the time spent working in that skill. Respondents were asked to assess the similarity between their civilian job and their reserve job. Respondents were queried about Annual Training, their Guard/Reserve earnings, educational benefits, unit training objectives, and their opinion on training, promotions, leadership, supervision and unit morale. This section also included special questions for military technicians, e.g., did they serve as technicians and, if so, how long they had been so employed.

Section IV, "Individual and Family Characteristics," focused on basic demographic facts such as sex, age, marital status, aspects of educational attainment, number of dependents and whether or not dependents were handicapped. Married respondents were asked to provide basic demographic data about their spouses, as well as information about spouse military participation.

Section V, "Civilian Work," included detailed questions about labor force participation, such as civilian occupation and industry, type of employer, hours and weeks worked in the previous year, and earnings. Questions dealing with the interface between civilian employment and reserve participation were included here, as well as questions about spouses' employment. Section VI, "Family Resources," asked the respondents about additional income sources, debts and monthly mortgage and the effects on their income should they be mobilized for 30 days or more.

The last section, Section VII, "Military Life," elicited attitudes toward time spent on selected activities, plus interest in receiving information on Guard/Reserve benefits and programs. The questionnaire conclude with a set of items measuring satisfaction or dissatisfaction with selected aspects of military life, e.g., pay and allowances, commissary privileges, retirement benefits, unit social activities, and the opportunity to serve the country. The final item measure overall satisfaction with participation in the Guard/ Reserve.

1986 RC AGR Survey. Like Forms 1 and 2, the first section of each of the FTS-AGR/TAR questionnaires (Forms 3 and 4), "Military

Background," collected basic data such as reserve component, pay grade, number of active duty years, number of years in the reserve components and the different components served in. For officers, procurement source was ascertained. Section II, "Present and Past Locations," asked questions about the length of stay, expected stay, and problems encountered both at the present location and in moving to the location.

Section III, "Military Plans," probed the respondent's future plans by asking the likelihood of staying in the FTS program, number of good years, plans to elect the Survivor Benefits Plan, plans for the next year and participation reasons. Officers were asked about their current obligation, its completion date and if they will continue to participate following the end of their obligation.

Section IV, "Individual and Family Characteristics," focused on basic demographic facts such as sex, age, marital status, aspects of educational attainment, number of dependents and whether or not dependents were handicapped. Married respondents were asked to provide basic demographic data about their spouses, as well as information about spouse military participation. With minor differences, this section is identical to Section IV in Forms 1 and 2.

Section V, "Military Compensation, Benefits and Programs," asked about the benefits being received by the respondent, as well as the availability and level of satisfaction with a broad range of family programs. Section VI, "Civilian Labor Force Experience," and Section VII, "Family Resources," focused on the household's labor force participation and earnings, non-wage or salary sources of income, debts and monthly mortgage payments.

The last section, Section VIII, "Military Life," elicited respondents' perceptions of unit problems and unit morale. The questionnaire concludes with a set of items measuring satisfaction or dissatisfaction with selected aspects of military life, e.g., pay and allowances, interpersonal environment, retirement benefits, and overall satisfaction with military life.

1986 RC Spouse Survey. The spouse questionnaires (Form 5 in English, Form 6 in Spanish), consisted of five major sections. Section I, "The Guard/Reserve Community," collected information about the kind and size of community in which the household lived, transportation arrangements for the member, and information about the spouse's participation in volunteer activities. It also included questions about knowledge of and participation in Guard/Reserve activities and interest in information about benefits and programs for families in the reserve components.

Section II, "Family Military Experience," asked about the spouse's military background and the member's military background and career plans from the spouse's perspective. Section III, "Your Background and Family," focused on basic demographic facts such as sex, age, educational attainment, number of dependents and whether or not they

were handicapped. Spouses with young dependents were asked about their child care arrangements.

In Section IV, "Family Work Experience," focused on the households' labor force participation and earnings, non-wage or salary sources of income, expenditures in military exchanges and commissaries, and debts. The section includes items on community social services and an assessment of family problems resulting from the member's reserve participation.

The last set of questions, Section V, "Family Concerns," asked about aspects of family preparedness, e.g., wills and life insurance, military services which might be utilized in case of mobilization/deployment of the member, and community social problems. It concluded with a set of satisfaction measures with various features of the member's participation in the Guard/Reserve and with overall satisfaction.

Respondents to all of the surveys were provided with the opportunity to make additional comments or recommendations on all topics, whether or not the topic was included in the questionnaires. For this purpose, a separate page was provided, without identification, but with space to indicate reserve component and status, i.e., enlisted or officer personnel or spouse.

1986 RC Unit Commander Survey. Form 7 was developed for administration to unit commanders in units included in the 1979 RF Follow-Up Survey. The major purpose of this effort was to collect information about characteristics of unit commanders and their opinions about both unit activities and environments so that changes since 1979 could be studied. The design necessitated, by definition, a questionnaire as close to that used in 1979 as possible.

Section I, "Unit Characteristics," Section II, "Unit Personnel," and Section III, "Unit Drill and Annual Training Activities," asked for objective data about the unit, as well as an assessment of personnel, training activities, equipment, and overall unit functioning. Section IV, "Your Guard/Reserve Activities," asked about time spent on various activities and an assessment of whether it was sufficient or not. Section V, "Your Opinions," addressed the unit commander's view of unit problems, priorities given to unit activities by headquarters, and a comparison of the unit in 1986 with its condition five years previously. Section VI, "Your Military Background," and Section VII, "Individual Characteristics," collected military and civilian demographic information similar to that collected from officers in the other survey questionnaires.

## ENDNOTES

<sup>1</sup> A Description of Military Dependents Issues Based on the 1985 DoD Survey of Officer and Enlisted Personnel. By A.J. Bonito, Research Triangle Institute, 1986.

Description of Officers and Enlisted Personnel in the U.S. Armed Forces: 1985 A Report Based on the 1985 DoD Survey of Officer and Enlisted Personnel. By M.E. McCalla, S.H. Rakoff, Z.D. Doering, and B.S. Mahoney. Research Triangle Institute, 1986.

Description of Officers and Enlisted Personnel in the U.S. Armed Forces: 1985 Supplementary Tabulations from the 1985 DoD Surveys of Officer and Enlisted Personnel. By L.M. LaVange, M.E. McCalla, T.J. Gabel, S.H. Rakoff, Z.D. Doering, and B.S. Mahoney. Research Triangle Institute, 1986 (3 Volumes).

Descriptions of Spouses of Officers and Enlisted Personnel in the U.S. Armed Forces: 1985 A Report Based on the 1985 DoD Surveys of Officer and Enlisted Personnel Military Spouses. By J.D. Griffith, Z.D. Doering, and B.S. Mahoney. Research Triangle Institute, 1986 (3 Volumes).

Description of Spouses of Officers and Enlisted Personnel in the U.S. Armed Forces: 1985 Supplementary Tabulations from the 1985 DoD Surveys of Officer and Enlisted Personnel Military Spouses. By L.M. LaVange, T.J. Gabel, J.D. Griffith, Z.D. Doering, and B.S. Mahoney. Research Triangle Institute, 1986 (3 Volumes).

<sup>2</sup> Thus, "population estimate" in Tables 2.6 and 2.7 refers to the estimated total number of spouses in the reserve population. For a discussion of marital status in the 1986 RC Surveys see Appendix A. 1986 RC Surveys: Survey Weighting Methodology in 1986 Reserve Components Surveys: Selected Reserve Officer and Enlisted Personnel-- User's Manual and Codebook or 1986 Reserve Components Surveys: Full-Time Support Officer and Enlisted Personnel-- User's Manual and Codebook.

### 3. MILITARY BACKGROUND OF GUARD AND RESERVE TRAINED PERSONNEL

#### A. Introduction

Members of the reserve components have a variety of patterns of military experience. Some enlist or enter the reserve components directly from civilian life and pursue full-time civilian occupations as well as their part-time military service. Others enter after service in one of the active components, bringing their full-time military experience to the reserve unit in which they serve. In some of the reserve components, many members have been in the same unit for a long time. In other reserve components, there is a good deal of movement in and out of the Selected Reserves and among units as well. In this chapter, we explore the patterns of military experience among members of the seven reserve components, including source of commission for officers, length of military service (both active and reserve), pay grade distributions, and military occupations.

Survey data were collected from members in a number of Selected Reserve status categories, including the part-time unit members, full-time members (referred to as Active Guard and Reserve (AGRs)), military technicians (civilian employees of the Reserve or Guard who also train as members of units), and members who do not have a reserve unit affiliation but participate in active component unit training and activities (also known as Individual Mobilization Augmentees or IMAs). The bulk of this report deals only with the first and largest category, part-time members of the National Guard and Reserve components. In this chapter, however, we describe the military background of members in each category. As discussed in Chapter 2, in all cases, members who were in the initial training pipeline were excluded from the sample frame for the study.

The Selected Reserve consists of those units and individuals within the ready reserve that are designated by their respective Services, and approved by the Joint Chiefs of Staff, as so essential to initial wartime missions that they have priority over all other reserves. All Selected Reservists are in an active status.

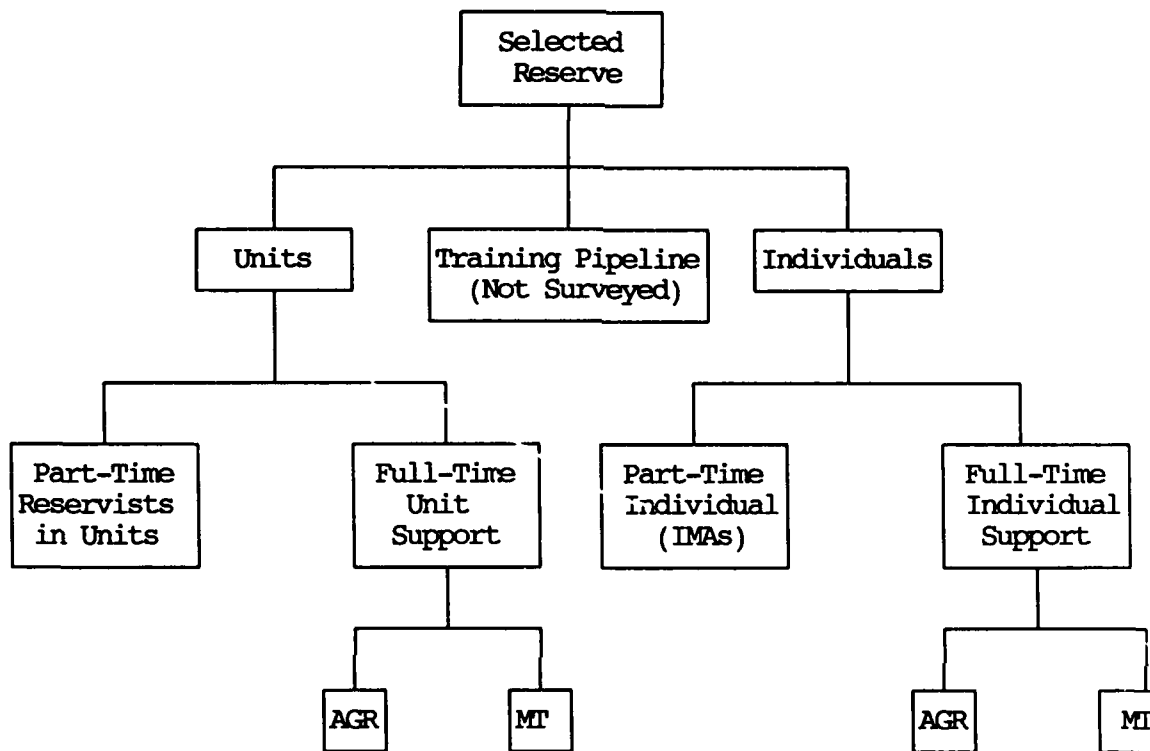
The President may order up to 200,000 of the Selected Reserve to active duty involuntarily for any operational mission for not more than 90 days without declaring a national emergency. If circumstances warrant, this may be extended for not more than 90 additional days. The emergency nature of a mobilization requires that the Selected Reserve be able to assemble and deploy forces within 24 hours.

The Selected Reserve consists of the following subcategories (Figure 3.1).

- **Selected Reserve Units**--Units manned and equipped to serve and/or train either as operational or as augmentation units. Operational units train and serve as units. Augmentation units train together but, when mobilized, lose their unit identity,



Figure 3.1  
Composition of Selected Reserve



being subsumed into an active unit or activity. Selected Reserve units include:

- Part-Time Unit Members: Trained unit members who participate in unit training activities part time. These members are required to participate in 48 drill periods (a drill period is usually not less than 4 hours) and two weeks of full-time training duty each year.
- Full-Time Reserve Unit Support Personnel:

Active Guard/Reserve (AGR) -- Guard or Reserve members of the Selected Reserves who are ordered to active duty or full-time National Guard duty with their consent for the purpose of organizing, administering, recruiting, instructing, or training reserve component units.

Military Technicians (MT) -- Federal civilian employees who provide full-time support for administration, training, and

maintenance to reserve units and support activities. These employees must maintain their status as part-time unit members, are often referred to as dual-status individuals, and are counted in the part-time unit member subcategory. Dual-status military technicians must be in mobilization positions and are required to meet the same drill and annual training requirements as other part-time unit members.

- Trained Individuals -- Individual members of the Selected Reserve assigned to an active-force organization. Trained individuals include:
  - Individual Mobilization Augmentees (IMAs): IMAs are trained individuals preassigned to an active component, Selected Service System or Federal Emergency Management Agency organization's billet that must be filled on or shortly after mobilization. IMAs train part time with an active component unit in preparation for recall in mobilization. Some IMAs have the same participation requirements as unit members. Most, however, are required to participate in only 24 drill periods (this is the typical IMA training requirement in the Air Force Reserves) or only annual training (the typical pattern in the Army Reserve) each year.
  - Individual Active Guard/Reserve (AGR): Individual Guard or Reserve members of the Selected Reserve who are ordered to active duty or full-time National Guard duty in an active component organization with their consent for the purpose of organizing, administering, recruiting, instructing or training the reserve component. They are assigned in headquarters and support functions of both active and reserve components.
  - Individual Military Technicians (MT): Individual federal civilian employees who provide full-time support for administration, training and maintenance in the Selected Reserve, not in a unit. These employees must also maintain their status as part-time unit members. All individual military technicians must be in mobilization positions.

The distribution of members in each of the seven reserve components among these four categories of service provides the context for this and the following chapters. Data for these comparisons appear in Table 3.1 for enlisted personnel and Table 3.2 for officers.

The data indicate some significant differences in the manning patterns of the seven reserve components. First, some categories of reserve service are not used by some of the components. There were full-time support personnel in all the components except the Coast Guard Reserve, for example, while there were no military technicians in the Naval Reserve, Marine Corps Reserve, and Coast Guard Reserve. The

Table 3.1 Size of Trained Force and Percentage by Reserve Category:  
Enlisted Personnel

Reserve Category	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
Percentage of Trained Force									
Part-time	91%	93%	85%	96%	74%	79%	88%	100%	88%
Military									
Technician	5	1	--	--	20	12	5	--	5
IMA	--	2	<1	1	--	8	1	--	1
AGR	5	4	15	3	6	1	6	--	6
Total	100	100	100	100	100	100	100	100	100
Force Size									
Part-time	322,295	193,008	89,337	30,959	69,720	46,025	751,356	10,763	762,119
Technician	16,159	2,583	--	--	18,790	7,239	44,771	--	44,771
IMA	--	4,485	46	415	--	4,493	9,439	--	9,439
AGR	17,241	7,713	15,793	1,045	5,743	426	47,961	--	47,961
Total	355,695	207,789	105,176	32,419	94,253	58,183	853,527	10,763	864,290

Source: 1986 RC Member Survey; Table 2.8, this volume.

two National Guard components plus the Coast Guard Reserve do not include IMAs in their manpower pool.

Table 3.1 presents the proportion of enlisted personnel in each of the components who fell into each of the four categories of reserve service. Eighty-eight percent of the enlisted members were part-time members of a reserve unit in the spring of 1986. However, there were some differences by component. All of the Coast Guard enlisted personnel were part-time members while the DoD components ranged from 96 percent in the Marine Corps Reserve to 74 percent in the Air National Guard. There were substantial numbers of full-time support in the Naval Reserve (15 percent) and the Air National Guard (6 percent). Military technicians formed a significant percentage of the reservists in the Air National Guard (20 percent) and the Air Force Reserve (12 percent). Only the Air Force Reserve had a significant percentage of IMAs (8 percent).

Table 3.2 presents the proportion of officers in the same four categories as in Table 3.1. The one major difference between these distributions for enlisted personnel and officers is the proportion of reservists who are part-time members. Only 77 percent of officers were

Table 3.2 Size of Trained Force and Percentage by Reserve Category: Officers

Reserve Category	Reserve Component							Total	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD	USCGR	Selected Reserve
Percentage of Trained Force									
Part-time	80%	77%	89%	75%	78%	48%	76%	100%	77%
Military									
Technician	13	2	-	-	14	5	6	-	6
IMA	-	16	4	18	-	46	12	-	11
AGR	7	6	8	6	8	1	6	-	6
Total	100	100	100	100	100	100	100	100	100
Force Size									
Part-time	32,816	41,395	21,491	2,620	10,201	7,554	116,077	1,571	117,648
Military									
Technician	5,431	1,007	-	-	1,847	789	9,074	-	9,074
IMA	-	8,667	850	629	-	7,330	17,476	-	17,476
AGR	2,938	3,015	1,814	221	1,065	164	8,217	-	8,217
Total	41,185	54,084	24,155	3,473	13,113	15,837	151,847	1,571	153,418

Source: 1986 RC Member Survey; Table 2.8, this volume.

part-time unit members at the time of the survey, while over 88 percent of enlisted personnel were in this category. Like the enlisted personnel, all of the Coast Guard officers were part-time unit members. Within the DoD components, there were substantial differences. Eighty-nine percent of the Naval Reserve officers were part-time members, but in the Air Force Reserve only 48 percent were part-timers. In the other components, around 75 percent were in the part-time officer category. Clearly, there are major differences in the seven components in the distribution and utilization of the four reserve categories. Perhaps most striking is that only half of the Air Force Reserve officers were part-time unit members.

For the officers, IMAs were large contributors to total strength in three components, with 16 percent of the Army Reserve officers, 18 percent of the Marine Corps Reserve officers, and almost half (46 percent) of the Air Force Reserve officers. Full-time support personnel were small fractions of the officer force in those components where they were used at all; the highest rate was 8 percent in the Naval Reserve and the Air National Guard, and the lowest rate was 1 percent in the Air Force Reserve. Military technicians followed a different pattern; they

were a significant part of the two National Guard components, but small portions of the other components.

## B. Experience of the Reserve Force

In this section we examine the patterns of experience of members of the reserve components as of the date of the survey, the spring of 1986, from a number of perspectives. We present data on two measures of experience: the proportion of reservists who had served in the active force (other than for training as part of their Reserve or Guard service) and the total length of Reserve service. The next section analyzes the sources of commissioning as a key to understanding the military background of officers. Finally, for all members, we examine the distribution of personnel into enlisted and officer pay grades.

### 1. Active Force Length of Service

Active service is thought to be an important variable because personnel receive more training and gain more experience on full-time active duty. In addition, active force experience may help members of the reserves adapt better to the full-time military in the event of mobilization.

This section examines the average length of active-duty service for those members of the National Guard and Reserves who had at least two years of active service, exclusive of active duty for training. These prior service members comprise varying proportions of the reserve components, as shown in Tables 3.3 and 3.5.

Approximately half of the enlisted personnel in part-time unit status had prior active service, but the component percentages ranged widely around this average. The Naval Reserve was highest at 71 percent prior service, while the Marine Corps Reserve was lowest at 22 percent. The DoD average for enlisted military technicians was 60 percent, although the Air Force Reserve was substantially higher (91 percent). For IMAs, all the components were very high, with the DoD average at 86 percent. All AGRs have active duty experience by definition so they are excluded from this table.

The data in Table 3.4 indicate a rather narrow range of years of active service across components for those enlisted personnel with two or more years of active service. For part-time unit members, prior service members had, on average, approximately 4 years of active duty service, ranging from a low of 3.8 years for the Army Reserve to a high of 4.8 years for the Air Force Reserve. In other words, the average prior service enlisted reservist had served one enlisted term of service before leaving the active force and joining the National Guard or Reserves.

The range for military technicians is slightly higher, from a low of 4.3 years for the Army National Guard, to a high of 5.3 years for the Air Force Reserve. The average length of active service for military technicians is somewhat greater than a single term of service. The

Table 3.3 Reserve Force with Prior Active Service: Enlisted Personnel with Two or More Years of Prior Service

Reserve Category	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
Part-Time Military	38%	51%	71%	22%	52%	64%	47%	53%	47%
Technicians	46	79	-	-	58	91	60	-	60
IMAs	-	85	100	88	-	86	86	-	86

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

Table 3.4 Average Years of Active Service: Enlisted Personnel with Two or More Years of Prior Service

Reserve Category	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
Part-Time Military	4.1	3.8	4.4	4.3	4.5	4.8	4.2	4.5	4.2
Technicians	4.3	5.2	-	-	4.7	5.3	4.8	-	4.8
IMAs	-	4.8	-	5.3	-	5.8	5.3	-	5.3
AGRs	8.7	7.7	9.3	5.9	7.1	10.5	7.8	-	7.8

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

Table 3.5 Reserve Force with Prior Active Service: Officers with Two or More Years of Prior Service

Reserve Category	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
Part-Time	45%	58%	90%	93%	61%	75%	62%	71%	62%
Military									
Technicians	45	68	-	-	59	100	55	-	55
IMAs	-	82	89	99	-	91	87	-	87

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

averages for IMAs are slightly higher again, but only 5.8 years for the Air Force Reserve.

Full-time AGRs had, on average, more active-duty service than those in any other reserve category. The Air Force Reserve was again the highest, with an average length of active-duty service of 10.5 years. The Naval Reserve was the next highest at 9.3 years. Marine Corps Reserve AGRs had the lowest average at only 5.9 years.

Table 3.5 shows that officer patterns of active service were quite different. Overall, a greater proportion of officers had active-duty experience than did enlisted personnel (62 percent for part-time officers versus 47 percent for part-time enlisted personnel). The component patterns were similar, however, with the Army National Guard at the low end and the Marine Corps Reserve at the high end. The Marine Corps Reserve showed the greatest contrast between its officers and enlisted personnel; only 21 percent of the part-time enlisted personnel had two or more years of prior active service, compared to 93 percent of the officers.

Average lengths of prior service for officers were somewhat longer and somewhat more dispersed across the components than those for enlisted personnel (Table 3.6). For part-time officers, the Army National Guard was lowest with an average of 4.4 years, while the Air Force Reserve was again highest at 6.2 years. The spread across components was even larger for military technicians, from 4.3 (Army National Guard) to 7.9 (Air Force Reserve). IMAs were somewhat more narrowly grouped, but the Air Force Reserve average of 6.7 years of active service was still much higher than the other components. The length of active-duty service was

Table 3.6 Average Years of Active Service: Officers with Two or More Years of Prior Service

Reserve Category	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
Part-Time Military	4.4	4.5	5.5	5.2	5.7	6.2	5.0	5.1	5.0
Technicians	4.3	5.1	-	-	5.6	7.9	5.3	-	5.3
IMAs	-	5.7	5.5	5.0	-	6.7	6.1	-	6.1
AGRs	6.4	8.4	12.4	10.6	9.6	12.8	8.8	-	8.8

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

substantially longer for full-time officers (AGRs), with the Naval Reserve and Air Force Reserve averaging over 12 years.

## 2. Guard/Reserve Length of Service

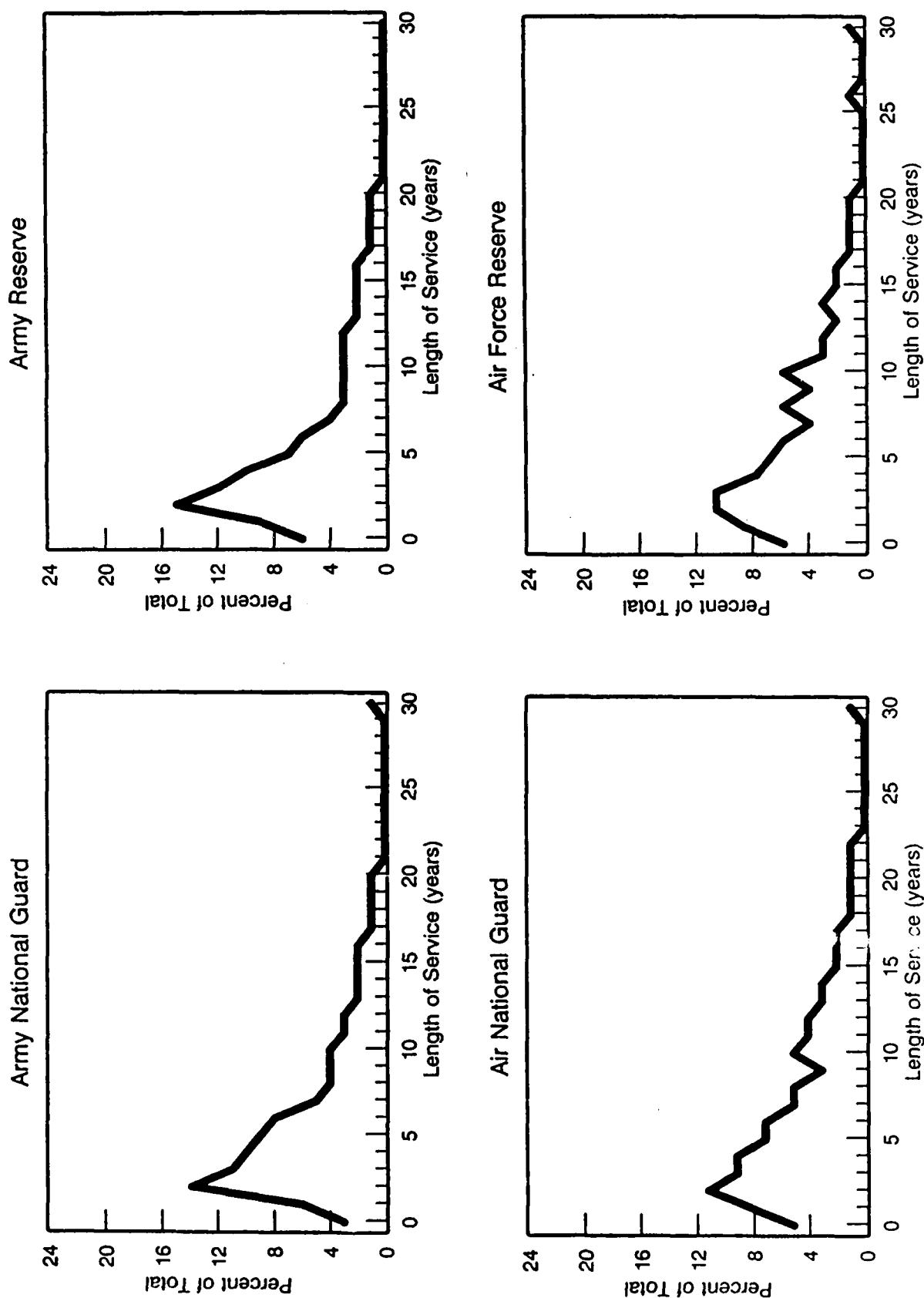
Time spent in the reserve components is a second important measure. Respondents were asked how many years they had served in the National Guard or Reserve, not including time on active duty. Full-time members (AGRs) were asked how long they had served as paid part-time unit members. Responses to these questions are presented in the following tables and discussed in this section.

Table 3.7 presents the Guard/Reserve average years of service reported by enlisted personnel by reserve category and component. The lowest average length of service (LOS) for part-time enlisted personnel was over 4 years for the Marine Corps Reserve, followed by the Army Reserve. The average for the enlisted personnel of Coast Guard Reserve units was over eight and a half years. All other reserve components averaged over seven years.

Further detail on the distribution of reserve length of service for these part-time unit members is presented in the graphs in Figure 3.2. These graphs show some striking similarities and differences in the percentages of the force in each LOS group from 0 to 30. Active-force experience is not included in these graphs. The description of average active service included only those members with active component experience; these graphs, however, include all members because all have some reserve component experience. The plots for the two Army reserve

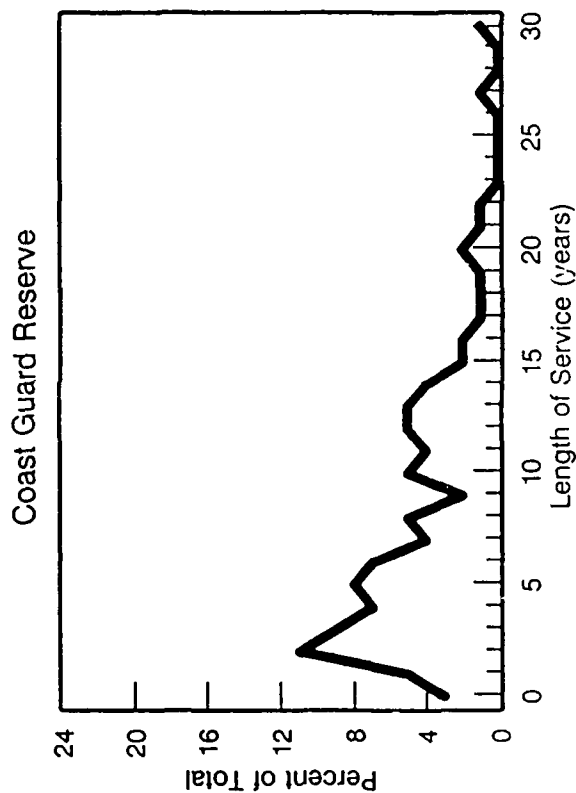
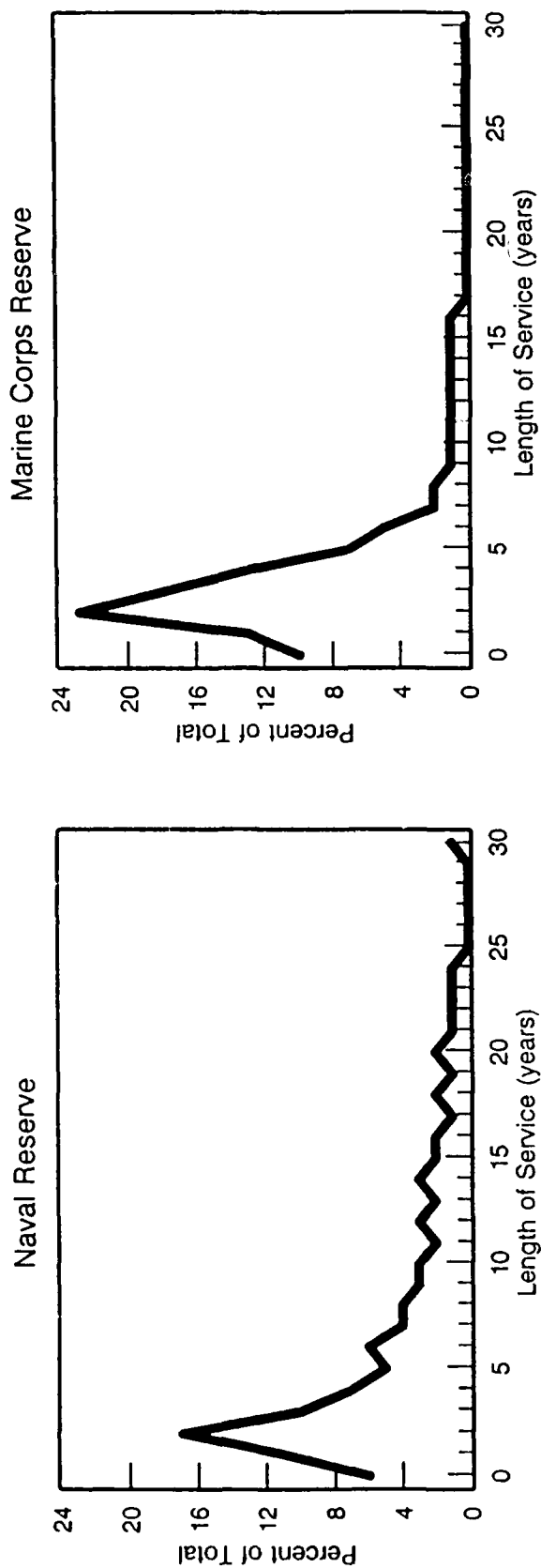


Figure 3.2 Guard/Reserve Length of Service: Enlisted Personnel.



Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

Figure 3.2 Guard/Reserve Length of Service: Enlisted Personnel. (continued)



Source: 1986 R Member Survey, DMDC Tabulations, September 1987.

Table 3.7 Average Years of Reserve Service: Enlisted Personnel

Reserve Category	Reserve Component							Total Selected Reserve	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD	USCGR	
Part-Time Military	7.1	6.7	7.2	4.2	7.8	7.3	6.9	8.6	7.0
Technicians	12.6	12.7	-	-	13.0	10.7	12.5	-	12.5
IMAs	-	8.1	-	9.2	-	9.0	8.6	-	8.6
AGRs	7.1	6.9	1.1	3.1	5.7	7.0	4.9	-	4.9

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

components look remarkably similar. Both peak sharply at the third LOS (at about 15 percent of the force), then decline gradually and smoothly, with the steepest part of the decline coming at the end of the first term. There are very few enlisted personnel in these initial years of the distribution because many of these personnel were still in the training pipeline and were excluded from the sampling frame of the study.

Data for the Naval Reserve and the Marine Corps Reserve show more marked peaks in the early period. The Marine Corps Reserve has 23 percent of its members in the third year of service, which explains its lower average length of service noted above. This component also tails off quite quickly, with very little of the Marine Corps Reserve manpower having more than 10 years of service. The Naval Reserve also peaks at the third year, but its decline from that peak is more jagged than was the case for the two Army components. The Coast Guard Reserve third-year peak is much lower than that of the other components, and there are substantially more Coast Guard enlisted personnel with LOS of 10-15 years than in the other components. These two phenomena, the lower peak and the bulge at LOS of 10-15 years, are very distinctive for the Coast Guard, where average LOS is the highest of the seven components.

Like the Coast Guard Reserve, the two Air Force Reserve components peak in the early years (lower here than in the other components, the highest point being 11 percent at the third year for both). The distribution is flatter to an LOS of about 20 years, but the average Air Force Reserve LOS is raised by a series of small bulges in the distribution between 8 and 12 years.

Returning to the tabular data in Table 3.7 for enlisted personnel, the military technician line indicates very high average length of reserve service. In this case, the Air Force Reserve is the lowest of the components with an average reserve experience of 10.7 years; the other components are all more than 12.5 years. These military technicians, then, represent an important core of experience for these components.

Enlisted IMAs had experience averages more closely comparable to the part-time unit members. The only major difference here is that IMAs in the Marine Corps Reserve had an average reserve LOS of 9.2. This is much higher than the LOS of unit members. AGRs had a very wide distribution, from a very low average length of service of just over one year for the Naval Reserve to seven or more years for the Army National Guard and Air Force Reserves. The low Marine Corps number reflects the differences in the sources of manpower that the active and reserve Marine Corps tap.

The reserve experience of officers was much higher than the reserve experience of enlisted personnel (Table 3.8). Average reserve experience for part-time unit members exceeded 10 years in five of the seven components and was 13.5 years in the Coast Guard Reserve. This was dramatically higher than the average experience of officers in the active force, among whom almost 30 percent had less than 5 years' experience. The comparable distributions for the part-time reserve officers in units are shown graphically in Figure 3.3.

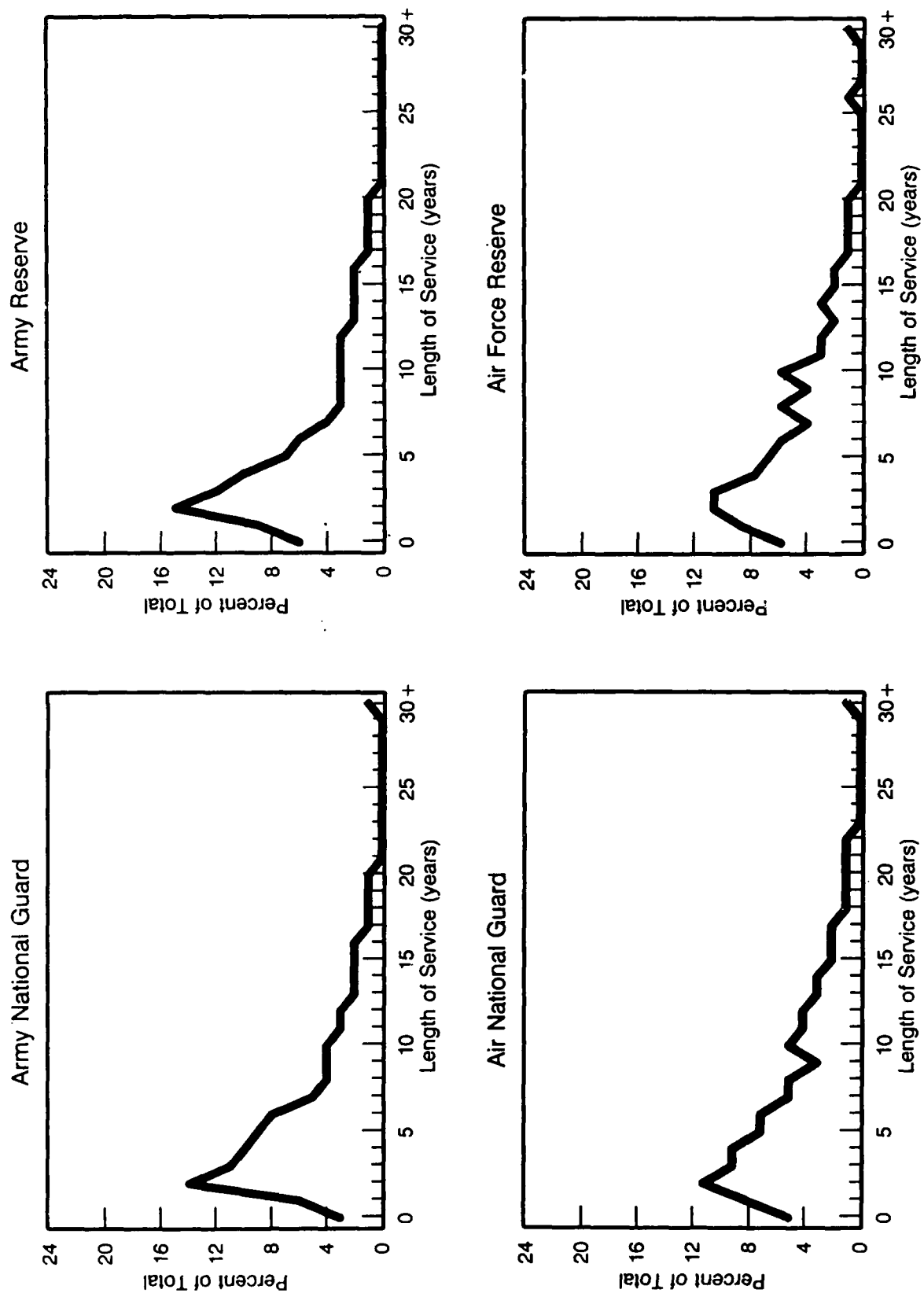
We noticed in examining similar graphs for enlisted personnel that almost 15 percent of the enlisted personnel had a LOS of three years, and that this spike lowered the average LOS for the enlisted force. Officer force profiles, on the other hand, did not evidence this sharp spike.

Table 3.8 Average Years of Reserve Service: Officers

Reserve Category	Reserve Component							Total Selected Reserve	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD	USCGR	
Part-Time Military	11.0	10.6	10.1	9.0	10.8	8.6	10.5	13.5	10.5
Technicians	11.8	15.1	-	-	14.1	12.9	12.7	-	12.7
IMAs	-	12.7	14.5	13.3	-	10.3	11.8	-	11.8
AGRs	12.1	10.8	3.8	7.1	9.3	10.5	9.6	-	9.6

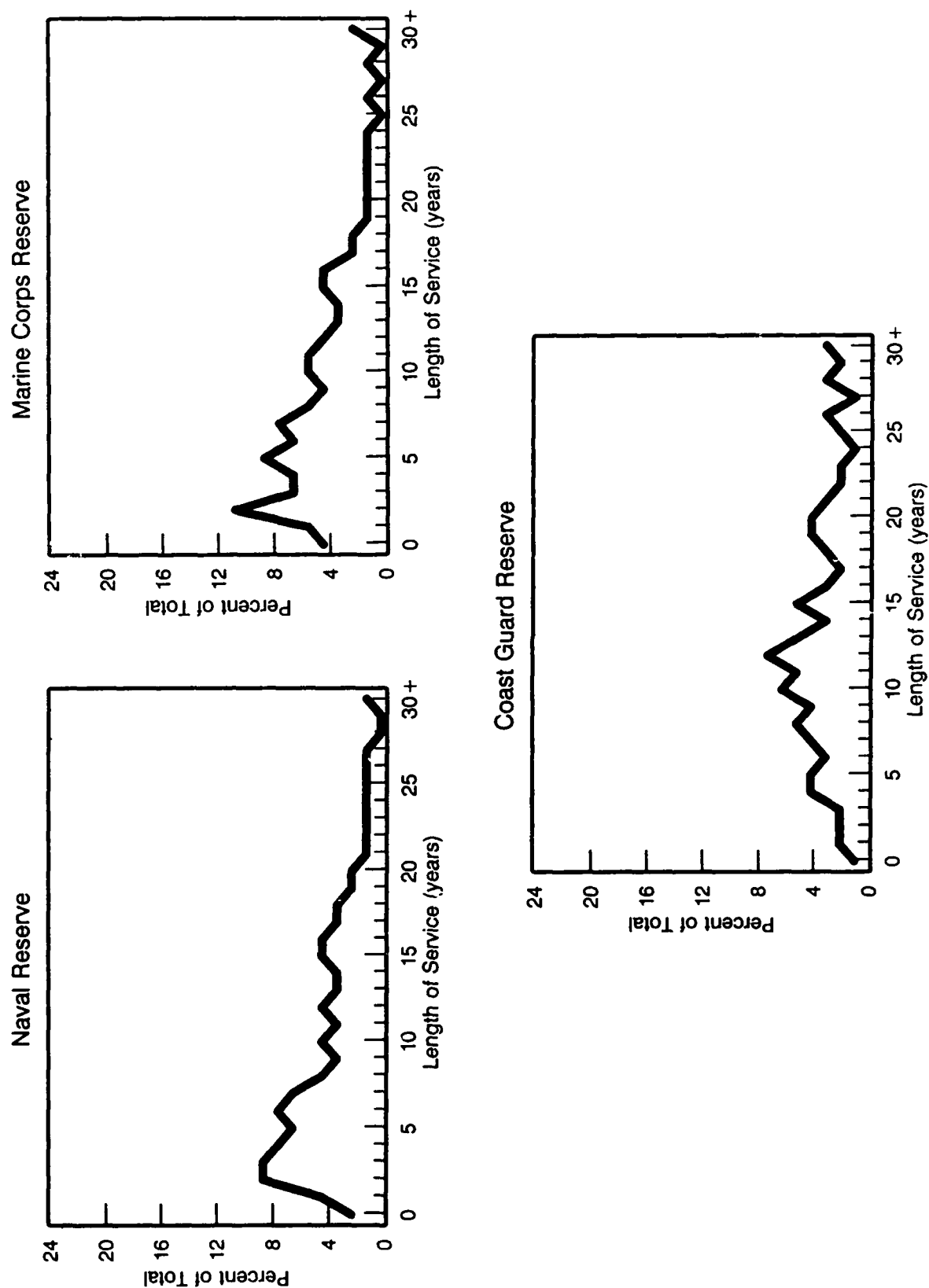
Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

Figure 3.3 Guard/Reserve Length of Service: Officers.



Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

Figure 3.3 Guard/Reserve Length of Service: Officers. (continued)



Source: 1986 F-1 Member Survey, DMDC Tabulations, September 1987.

For the two Army reserve components, for example, the highest single year group was the 8 percent for Army Reserve officers with an LOS of four years. The distribution did not tail off smoothly as did the enlisted distribution, contributing to the very high average LOS for officers. Also notable is the relatively large number of officers with more than 20 years of reserve service, especially the large number with more than 30 years of service. There is also a pronounced bulge in the distribution around the 15-year mark in the two Army components.

This pattern varies for the Naval Reserve and Marine Corps Reserve. The Naval Reserve peaks at 8 percent at an LOS of four years, but from that point it gyrates quite widely through LOS 16 years. Like the Army components, there is a substantial tail after the 20-year point. The Marine Corps Reserve peaks at just under 10 percent with three years of service, then declines sharply to about 3 percent of the force with 12 years. After a bulge in the distribution around 15 years, the distribution flattens before a second bulge at 30 years and beyond.

The Air Force Reserve peaks at over 9 percent with two years of service, gyrates around 5 percent through 14 years, bulges at 15, then declines. The Air Force National Guard has no early peak but climbs steadily to only about 5 percent of the force, then moves in a narrow and flat range through 11 years. From there it rises sharply to 15 years, then declines except for a spike at 20 years and another at 30 years or more.

Finally, the Coast Guard Reserve shows a slow but irregular increase in force proportion up through 12 years, then gradually declines except for a spike at 20 years. This relatively flat force profile, with no large concentration in the early LOS points, explains the very high average LOS for the Coast Guard Reserve.

Returning to the data in Table 3.8, we also find high average years of reserve service for officers who were military technicians and IMAs in the reserve components. Average years of reserve service were the lowest for officer military technicians in the Army National Guard at 11.8 years; the average for all components was 12.7 years. The overall average years of reserve service for IMA officers was 11.8 years, with the Naval Reserve the highest at 14.5 years and the Air Force Reserve the lowest at 10.3 years. AGR officers showed a varying pattern of reserve years of service. The Naval Reserve was at the low end of the range with an average years of reserve service of 3.8. The Army National Guard was at the other extreme with a 12.1 year average.

### 3. Source of Commission

Another measure of the experience profile of the force is the source of commission for officers. There has always been a sharp perceived difference among officers who are graduates of the military academies and those who entered through ROTC programs and Officer Candidate and Training Schools or by appointment from the enlisted ranks.

In this section we look at the patterns of commissioning source across the seven reserve components and the four reserve categories.

Table 3.9 presents data for part-time officers in each of the seven reserve components. The first striking finding is that only 4 percent of the officers overall were graduates of the military academies. This figure was higher for officers in the Naval Reserve (12 percent). ROTC graduates accounted for 28 percent of all officers, but substantially more Army Reserve officers (42 percent) and fewer Marine Corps Reserve (8 percent) and Coast Guard Reserve officers (1 percent). Federal Officer Candidate School (OCS) programs accounted for 17 percent of total reserve officers, but OCS produced 60 percent of the Marine Corps Reserve officers and one-third of the Naval Reserve officers. State OCS programs were the commissioning source of 12 percent of all part-time reserve officers, almost all of whom were in the Army National Guard where they represented almost one-third of all officers. Direct appointment was the source for 25 percent of the officers. Half of the Coast Guard Reserve officers, and one-third of the Army Reserve, Naval Reserve, and Air Force Reserve officers (largely medical and other professionals who are concentrated in the reserve components) but only 3 percent of the Marine Corps Reserve officers were in this category. (The Marine Corps draws most of its professional support, largely medical, from the Navy, not its own reserve component.) The "other" category shown in the table was dominated by the 32 percent in the Air National Guard who were graduates of the Academy of Military Science (AMS). Warrant officer sources represented seven percent of the sources overall, but larger shares than that in the Army National Guard, Marine Corps Reserve, and Coast Guard Reserve which all had substantial numbers of warrant officers in aviation positions. Warrant officers are not usually included when discussing source of commission. They are included here for convenience and to more fully describe the reserve officer force in the seven components.

Table 3.9 Source of Commission for Part-Time Officers

Commission Source	Reserve Component								Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD	USCGR	
Academy	1%	1%	12%	3%	3%	5%	4%	8%	4%
ROTC	23	42	17	8	22	31	29	1	28
OCS	14	8	32	60	19	26	17	22	17
State OCS	33	7	0	0	1	0	12	0	12
Direct appoint	14	32	28	3	22	35	25	50	25
Aviation	0	0	2	2	2	1	1	0	1
Other	1	2	6	6	32	2	5	4	5
Warrant officer	14	7	3	18	0	0	7	14	7

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.



In Table 3.10, we present similar data on the source of officer commissions for the four components which have officers in the military technician category. Here, the patterns are much the same as those in Table 3.9. Few officer military technicians were academy graduates. ROTC graduates comprised 11 percent of all officer military technicians but 29 percent of military technicians in the Air Force Reserve. OCS graduates accounted for 14 percent of all officer military technicians. OCS was the largest single source for the Air Force Reserve (42 percent) and was higher than the average in the Air National Guard. The large "other" contribution for the Air National Guard military technician officers were the graduates of AMS. The largest single source of officer military technicians was warrant officer programs (39 percent overall). The two Army reserve components had even higher percentages from this source, indicating the importance of warrant officer military technicians in these components.

Data on the source of commission for officer IMAs are presented in Table 3.11. Here, we see more academy graduates in the Naval Reserve (13 percent), but ROTC was the single largest contributor overall (45 percent of all officer IMAs). The Naval Reserve and Marine Corps Reserve were substantially lower than the Army and Air Force Reserves in use of ROTC officers, however. OCS was the major source of Marine Corps Reserve IMA officers (72 percent), while direct appointment was an important source of these officers in the other three components.

Table 3.10 Source of Commission for Officer Military Technicians

Commission Source	Reserve Component				Total DoD
	ARNG	USAR	ANG	USAFR	
Academy	0%	1%	0%	2%	0%
ROTC	7	13	13	29	11
OCS	9	7	20	42	14
State OCS	21	4	1	2	13
Direct appoint	7	16	28	6	12
Aviation	0	0	11	17	4
Other	2	0	26	2	7
Warrant officer	54	59	1	2	39

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

Table 3.11 Source of Commission for Officer IMAs

Commission Source	Reserve Component				Total DoD
	USAR	USNR	USMCR	USAFR	
Academy	5%	13%	3%	4%	5%
ROTC	52	20	12	43	45
OCS	12	42	72	26	21
State OCS	5	0	0	0	3
Direct appoint	20	14	1	25	21
Aviation	0	2	1	1	1
Other	2	9	5	1	2
Warrant officer	5	0	6	0	3

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

The major source of AGR officers, as shown in Table 3.12, was the OCS program, accounting for 33 percent over the six components with full-time officers. Over 72 percent of the Naval Reserve AGR officers and more than half of the Marine Corps AGR officers were commissioned through OCS. ROTC was the next largest source, being the commissioning mode of 20 percent of AGR officers, including 34 percent of the Air Force Reserve and 32 percent of the Army Reserve. Fifteen percent of AGR officers overall came from State OCS programs; almost all of these were in the Army Reserve (36 percent). Aviation sources accounted for 20 percent of the Air Force Reserve officers. The large "other" category for the Air National Guard were the graduates of AMS. Warrant officers were 11 percent overall, representing 20 percent of the Army Reserve officers and 18 percent of the Marine Corps Reserve officers.

#### 4. Pay Grade Distribution

Our final measure of the experience of the force is the pay grade distribution of each of the components and reserve categories. Pay grade signifies the responsibility and status accorded military personnel as well as (along with years of service) being the major determinant of military compensation. Promotion to higher pay grades is a major tool of personnel management in the military. Examination of the distribution of personnel into pay grades is, therefore, important for a complete description of the experience of the reserve components.

The enlisted force is divided into three pay grade groups in Table 3.13, the most junior (E1-E3), mid-level (E4-E6) and senior (E7-E9). These distributions are shown for each of the four categories of reserve participation. Again, junior enlisted members in the training pipeline

Table 3.12 Source of Commission for Officer AGRs

Commission Source	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Academy	1%	1%	7%	0%	3%	14%	2%
ROTC	14	32	10	2	21	34	20
OCS	22	25	72	58	16	26	33
State OCS	36	10	0	0	0	0	15
Direct Appoint	6	17	3	0	20	7	10
Aviation	0	0	5	6	5	20	2
Other	2	2	4	16	36	0	7
Warrant officer	20	14	0	18	0	0	11

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

were not included in the survey population. For all DoD reserve components, the data for part-time unit members show that approximately 20 percent were in the lowest enlisted pay grades, 70 percent in the middle pay grades, and 10 percent in the highest pay grades. There were, however, some substantial variations from these average pay grade distributions by component. The concentration in the lower pay grades for the Marine Corps Reserve was the major deviation from the DoD average. Fully 52 percent of the part-time Marine Corps Reserve enlisted personnel in units were in the lowest pay grade group, and only 6 percent were in the highest. This pattern is consistent with the pattern of years of service for members of this component and reflects a major difference between the Marine Corps Reserve and the other DoD reserve components in force management and personnel policy. The Marine Corps Reserve force mirrors the active-duty Marine Corps in its personnel characteristics. Each other branch has built a reserve component with significantly more experience (in years and pay grades) than its active component.

The pay grade structure of the two Air Force reserve components, on the other hand, was much more senior than the DoD average. Only 13 percent of the Air National Guard and 7 percent of the Air Force Reserve part-time enlisted personnel in units were in the lowest pay grade group, compared to 20 percent for DoD overall. The enlisted pay grade distributions for the Coast Guard Reserve and Air Force reserve components were relatively top-heavy.

The pay grade distribution for enlisted military technicians was quite different from that for part-time unit members. Only 1 percent of the enlisted military technicians were in the lowest pay grade group,

Table 3.13 Reservists by Pay Grade: Enlisted Personnel by Reserve Category

Reserve Category	Reserve Component							Total Selected Reserve	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD USOGR		
Part-Time Unit Members									
E1-E3	21%	19%	25%	52%	13%	7%	21%	9%	20%
E4-E6	72	67	65	42	77	77	69	78	70
E7-E9	7	14	11	6	10	16	10	13	10
Military Technicians									
E1-E3	1%	1%	-	-	1%	0%	1%	-	-
E4-E6	58	51	-	-	54	64	57	-	-
E7-E9	42	49	-	-	46	36	43	-	-
IMAs									
E1-E3	-	2%	-	5%	-	0%	1%	-	-
E4-E6	-	63	-	59	-	58	60	-	-
E7-E9	-	35	-	36	-	42	38	-	-
AGRs									
E1-E3	0%	0%	20%	1%	2%	0%	7%	-	-
E4-E6	58	43	67	85	67	40	60	-	-
E7-E9	41	58	13	15	32	60	33	-	-

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

with the remainder split between the top two groups at about a 60/40 ratio. The enlisted military technicians have already been identified as having high average years of service; it is clear that they had the high pay grades to go with those years of service. Enlisted IMAs also had high pay grade distributions; about 60 percent were in the middle group, and most of the remainder were in the highest enlisted pay grades.

AGRs on the whole look like the military technicians and IMAs with regard to pay grade. In the Naval Reserve, however, 20 percent of the enlisted AGRs were in the lowest pay grade group. AGRs in the Navy represented 20 percent of enlisted reserve manpower, so this lower pay grade distribution is significant.

The pay grade distributions for officers looked similar to the enlisted distributions, especially because there was quite a large number of officers at the senior end of the pay grade range. Data for all officers are presented in Table 3.14. A second table (Table 3.15) presents data for commissioned officers only because there are no warrant officers in the Air Force components and the percentages in the other six components varied.

Over all the seven components, commissioned officers in the lowest two pay grades comprised 22 percent of all part-time officers; middle pay grade commissioned officers accounted for an additional 52 percent; and senior commissioned officers represented 17 percent of all part-time officers. Warrant officers accounted for 9 percent of the total part-time officer force in the seven components, but there were substantial differences across the seven components. Warrant officers accounted for significant portions of the part-time officer force in the Army National Guard (17 percent), the Marine Corps Reserve (19 percent), the Coast Guard Reserve (14 percent), and the Army Reserve (8 percent) but were absent or insignificant in the other components. These differences make it difficult to compare the commissioned officer pay grade data in Table 3.14 but, with this caveat, the major differences in officer pay grades can be noted.

Fully a third of the part-time officers in the Army National Guard were in the two lowest commissioned pay grades, compared to only six to seven percent of the part-time officers in the Naval Reserve and Marine Corps Reserve. Conversely, a third of the part-time officers in the Naval Reserve were in the highest commissioned officer group (O5-O7) compared to only 9 percent in the Army National Guard.

Data in Table 3.15 exclude the warrant officers to get a better picture of the pay grade distribution of commissioned officers only. For the part-time officers, 24 percent of all commissioned officers were in the lowest pay grade group (O1-O2) across the seven components. The Naval Reserve and Marine Corps Reserve were the lowest (7 percent and 8 percent, respectively) within this category, while the Army National Guard was the highest (40 percent). Fifty-seven percent of all part-time officers were in the middle pay grade category (O3-O4), but in this range the Army National Guard was lowest at 49 percent while the Marine

Table 3.14 Reservists by Pay Grade by Reserve Category: Officers

Reserve Category	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USOGR	
Part-Time Unit Members									
O1-O2	33%	24%	6%	7%	20%	18%	22%	22%	22%
O3-O4	41	53	57	60	61	70	52	51	52
O5-O7	9	16	34	14	19	12	17	14	17
W1-W4	17	8	3	19	0	0	9	14	9
Military Technicians									
O1-O2	4%	3%	-	-	9%	8%	5%	-	-
O3-O4	20	24	-	-	39	52	27	-	-
O5-O7	19	13	-	-	52	40	27	-	-
W1-W4	57	60	-	-	1	0	41	-	-
IMAs									
O1-O2	-	3%	0%	2%	-	7%	5%	-	-
O3-O4	-	57	48	34	-	64	58	-	-
O5-O7	-	36	52	58	-	30	35	-	-
W1-W4	-	4	0	6	-	0	2	-	-
AGRs									
O1-O2	12%	7%	3%	2%	5%	0%	7%	-	-
O3-O4	49	64	67	48	73	14	60	-	-
O5-O7	18	16	30	31	22	87	22	-	-
W1-W4	21	14	0	19	0	0	11	-	-

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

Table 3.15 Reservists by Pay Grade by Reserve Category:  
Commissioned Officers Only

Reserve Category	Reserve Component							Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR		
Part-Time Unit Members										
O1-O2	40%	26%	7%	8%	20%	18%	24%	25%	24%	
O3-O4	49	57	59	74	61	70	57	59	57	
O5-O7	11	17	34	18	19	12	19	16	19	
Military Technicians										
O1-O2	9%	7%	-	-	9%	8%	9%	-	-	
O3-O4	47	60	-	-	39	52	46	-	-	
O5-O7	44	33	-	-	52	40	45	-	-	
IMAs										
O1-O2	-	4%	0%	2%	-	7%	5%	-	-	
O3-O4	-	59	48	36	-	64	60	-	-	
O5-O7	-	38	52	62	-	29	36	-	-	
AGRs										
O1-O2	15%	8%	3%	2%	5%	0%	8%	-	-	
O3-O4	62	74	57	60	73	13	67	-	-	
O5-O7	23	18	29	38	22	87	24	-	-	

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

Corps Reserve and the Air Force Reserve were highest, each having at least 70 percent of their part-time officers in these pay grades. The Naval Reserve had the highest percentage in the 05-07 group at 34 percent, compared to the total DoD percentage of 19 percent.

Military technician officers were like enlisted personnel in that they tended to be in the higher pay grades. Overall, warrant officers comprised 41 percent of the military technicians. Almost 60 percent of the officer military technicians in the two Army components were warrant officers, but there were no warrant officers in the Air Force reserve components. The four components with commissioned military technician personnel were quite similar in pay grade distribution. Only 9 percent of these officers were in the lowest pay grade group, and the remainder were about evenly divided between the middle and highest groups.

Officer IMAs presented yet another pattern. There were few IMA warrant officers. The pay grade distribution of commissioned officers was relatively stable across the four components with IMAs, with 5 percent in the lowest pay grade group, 60 percent in the middle group, and 36 percent in the upper group. The Naval Reserve had slightly more higher pay grade and fewer middle pay grade IMA officers than the average.

Finally, AGR officers looked most like the military technicians, with 11 percent warrant officers (none in the Naval Reserve or the Air Force components) and over two-thirds of the commissioned officers in the 03-04 group. In the Air Force Reserve, however, 87 percent of the IMA officers were in pay grades 05-07; that is, they were field pay grade officers working in the reserve components.

### C. Military Occupation

The job a military member performs is a major descriptor of his or her military background. In this section we describe the distribution of Selected Reservists across occupations by component and Selected Reserve status category. We used a set of military occupational categories based on the DoD occupational classification to make comparisons. This classification translates each Service-specific specialty code (e.g., MOS AFSC and Rating) into a common terminology across all Services. The eight occupational categories used here are based on an aggregation of the first digit of the DoD occupational classification. A translation of Coast Guard specific specialty codes into the DoD classification is not available at this time. Thus, only data for the DoD reserve components are presented.<sup>1</sup> Overall patterns for a single status category are discussed, followed by a short synopsis of any significant findings by gender or prior/non-prior status for that category.

#### 1. Enlisted Part-Time Reservists

Tables 3.16 through 3.18 show the percentage of part-time enlisted members by prior service and non-prior service categories as well as totals by reserve component and military occupation. It was



Table 3.16 Military Occupation for Part-Time Members: Enlisted Personnel

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Combat Arms	34%	17%	5%	29%	6%	8%	22%
Maintenance & Repair	17	13	28	17	35	28	20
Communications/Other	12	9	12	9	11	4	10
Health Care	3	9	7	--	4	9	6
Func Support/Admin	11	26	15	11	23	35	18
Craftsmen	4	6	14	3	12	8	7
Service & Supply Handlers	13	16	3	18	10	6	12
Non-Occupational	5	4	14	12	1	1	6

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987

noted earlier in this chapter that 88 percent of all enlisted Selected Reservists were part-time members. As seen in Table 3.16, the three major occupations for these reservists appear to be combat arms, maintenance and repair, and functional support/administration. Over one-third of the Army National Guard part-time enlisted members were in the combat arms. In addition, almost 30 percent of the Marine Corps Reserve and 17 percent of the Army Reserve members were in this field. The other components had relatively small representations in the combat arms.

The Naval Reserve and the two Air Force components had 28 to 35 percent of their part-time unit personnel in the maintenance and repair group. The lowest percentage in this field was in the Army Reserve where 13 percent of the enlisted personnel were in this military occupation. Like the maintenance and repair field, the functional support/administration category was a major military occupation category for members of the Army Reserve (26 percent), the Air National Guard (23 percent), and the Air Force Reserve (35 percent).

The health care area and the non-occupational category had the smallest percentages of part-time reservists. The craftsmen and service and supply handlers fell in between. The Marine Corps Reserve had no health care reservists because their health services are supplied by the Navy.

There were some distinct patterns by gender in the military occupations of the part-time reservists.<sup>2</sup> The percentage of male members was higher than the total in the combat arms and the maintenance and repair area, though only slightly. For example, 35 percent overall and 38

percent of the men of the Air National Guard were in the maintenance and repair group. The female part-time reservists were primarily represented in the health care and the functional support/administration groups. There were very few women in combat arms. Over 61 percent of the Marine Corps Reserve women were in the functional support/administration field, followed by 55 percent in the Air National Guard, and 53 percent in both the Army Reserve and the Air Force Reserve.

There were also some differences in the military occupations of the part-time reservists by prior active service status as seen in Tables 3.17 and 3.18. For example, 27 percent of the prior service and 38 percent of the non-prior service Army National Guard members were in combat arms. There was a 10 percent difference by prior service status for the Marine Corps Reserve also; 21 percent of the prior service and 31 percent of non-prior service reservists were in combat arms. Another striking difference was in the maintenance and repair field for the Naval Reserve; over 33 percent of the prior active-duty service reservists had this military occupation, while only 15 percent of the non-prior service members were in this category.

## 2. Enlisted Military Technicians

Five percent of the enlisted Selected Reservists were military technicians; their distribution across occupational areas differed from that of the part-time members, as can be seen in Tables 3.19 through 3.21. There are no military technicians in either the Naval Reserve or the Marine Corps Reserve. The overwhelming majority of military technicians were in maintenance and repair and functional support/administration (Table 3.19). The maintenance and repair group was almost twice as large as the second area, except in the Army Reserve. Seventy-one percent of the Air Force Reserve military technicians and 58 percent of those in the Air National Guard were in the maintenance and repair area. Thirty-nine percent of the Army Reserve and 28 percent of the Army National Guard military technicians were in the functional support/administration areas.

The occupational distribution patterns by gender seen in the part-time reservists were repeated for the military technicians.<sup>3</sup> Of the two major fields for military technicians, the maintenance and repair area had a much larger percentage of men than women. For example, 71 percent of all military technicians in the Air Force Reserve were in the maintenance and repair group. Over 75 percent of the men were in this category, but only 26 percent of the women. Gender differences were even more evident in the Air National Guard where 67 percent of the male but only 7 percent of the female military technicians were in the maintenance and repair group. The female military technician's major role seems to be in the functional support/administration area. One hundred percent of the Army Reserve female military technicians were so employed, along with 83 percent of the Army National Guard women and 80 percent of the Air National Guard women.

Table 3.17 Military Occupation for Part-Time Members:  
Enlisted Personnel with Prior Active Service

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Combat Arms	27%	20%	7%	21%	7%	8%	18%
Maintenance & Repair	18	13	33	22	33	26	22
Communications/Other	11	9	13	8	10	5	10
Health Care	3	7	7	0	3	8	5
Func Support/Admin	13	26	15	17	23	36	20
Craftsmen	4	5	13	3	12	9	7
Service & Supply Handlers	16	18	4	17	10	7	13
Non-Occupational	8	2	7	13	1	1	5

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

Table 3.18 Military Occupation for Part-Time Members:  
Enlisted Personnel without Prior Active Service

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Combat Arms	38%	15%	1%	31%	6%	7%	26%
Maintenance & Repair	17	13	15	16	36	32	18
Communications/Other	12	8	10	10	12	3	10
Health Care	4	11	8	0	4	12	6
Func Support/Admin	10	26	15	9	22	33	16
Craftsmen	4	7	17	3	11	8	6
Service & Supply Handlers	12	14	2	18	9	5	11
Non-Occupational	4	7	31	12	0	0	6

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

Table 3.18 Military Occupation for Reserve Military Technicians:  
Enlisted Personnel

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Combat Arms	8%	9%	--	--	2%	8%	8%
Maintenance & Repair	54	37	--	--	58	71	57
Communications/Other	3	2	--	--	3	1	3
Health Care	1	3	--	--	1	1	1
Func Support/Admin	28	39	--	--	23	14	24
Craftsmen	2	3	--	--	8	3	5
Service & Supply							
Handlers	2	8	--	--	5	2	4
Non-Occupational	2	0	--	--	0	0	1

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987

There is an interesting pattern shown in Tables 3.20 and 3.21 in the prior service/non-prior service distribution for the military technicians in the two major areas in which they were predominant—maintenance and repair and support/administration. The prior service members were the larger percentage in the maintenance and repair occupation while the non-prior service personnel were more heavily represented in support/administration. Thirteen percent of the prior service personnel and 21 percent of the non-prior service personnel were functional support personnel in the Air Force Reserve. Seventy-three percent of the prior service military technicians and 55 percent of the non-prior service military technicians were in maintenance and repair in the Air Force Reserve.

### 3. Enlisted IMAs

Although the IMAs were only one percent of the enlisted Selected Reserve, their distribution by reserve component and military occupation shows some major differences (Tables 3.22 to 3.24). The National Guard components do not have IMA reservists. Table 3.22 shows that all of the IMAs in the Naval Reserve were in the functional support/administration field, while only 26 percent of the Air Force Reserve members were in that group. Nonetheless, that occupation had the largest percentages of IMAs for the remaining reserve components. Health care personnel, craftsmen, and non-occupational workers were only small percentages of IMAs.

Table 3.20 Military Occupation for Reserve Military Technicians:  
Enlisted Personnel with Prior Active Service

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Combat Arms	9%	10%	--	--	2%	8%	6%
Maintenance & Repair	54	35	--	--	66	73	62
Communications/Other	3	2	--	--	3	1	2
Health Care	1	3	--	--	0	0	1
Func Support/Admin	26	38	--	--	19	13	21
Craftsmen	2	4	--	--	6	3	4
Service & Supply Handlers	3	8	--	--	4	1	4
Non-Occupational	2	0	--	--	0	0	1

Source: DMDC Tabulations, September 1987.

Table 3.21 Military Occupation for Reserve Military Technicians:  
Enlisted Personnel without Prior Active Service

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Combat Arms	7%	7%	--	--	2%	8%	5%
Maintenance & Repair	53	41	--	--	47	55	50
Communications/Other	3	0	--	--	3	2	3
Health Care	2	4	--	--	1	2	1
Func Support/Admin	30	42	--	--	29	21	30
Craftsmen	2	1	--	--	11	8	6
Service & Supply Handlers	1	6	--	--	6	4	4
Non-Occupational	1	0	--	--	0	0	1

Source: DMDC Tabulations, September 1987.

Table 3.22 Military Occupation for Reserve IMAs: Enlisted Personnel

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Combat Arms	--	19%	0%	12%	--	4%	12%
Maintenance & Repair	--	11	0	6	--	13	12
Communications/Other	--	18	0	27	--	17	17
Health Care	--	6	0	--	--	6	6
Func Support/Admin	--	30	100	43	--	26	29
Craftsmen	--	2	0	0	--	11	6
Service & Supply							
Handlers	--	14	0	9	--	22	18
Non-Occupational	--	0	0	3	--	0	0

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987

IMAs had the same gender differences noted in the other categories of Selected Reservists.<sup>4</sup> There were no women in the Naval Reserve IMA sample, and the majority of women in the other components were in the functional support/administration category. The major differences in prior/non-prior service seemed to be in combat arms and maintenance and repair, where there were more prior service reservists (Tables 3.23 and 3.24).

#### 4. Enlisted AGR Members

As seen in Table 3.25, the majority of AGR reservists were in combat arms, maintenance and repair, and functional support. Ninety-seven percent of the Air Force Reserve personnel were in functional support, along with 80 percent of the Army Reserve. Forty-eight percent of the Naval Reserve AGR members were in maintenance and repair. The Army National Guard had the highest representation in combat arms with 16 percent.

The split by gender did not show any different patterns than have already been discussed for other status categories.<sup>5</sup> With the exception of the Naval Reserve at 64 percent, over 87 percent of the women in all reserve components were in functional support/administration.

#### 5. Officer Part-Time Unit Members

Tables 3.26 to 3.28 display the occupational data for the total part-time officers in units as well as by prior service status. The occupational groupings are different from those of the enlisted personnel.

Table 3.23 Military Occupation for Reserve IMAs:  
Enlisted Personnel with Prior Active Service

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Combat Arms	--	21%	0%	14%	--	4%	13%
Maintenance & Repair	--	13	0	7	--	12	12
Communications/Other	--	18	0	27	--	18	19
Health Care	--	7	0	0	--	8	8
Func Support/Admin	--	25	100	45	--	26	27
Craftsmen	--	2	0	0	--	11	8
Service & Supply Handlers	--	14	0	3	--	23	18
Non-Occupational	--	1	0	3	--	0	0

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

Table 3.24 Military Occupation for Reserve IMAs:  
Enlisted Personnel without Prior Active Service

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Combat Arms	--	7%	0%	0%	--	3%	5%
Maintenance & Repair	--	4	0	0	--	21	12
Communications/Other	--	12	0	25	--	8	11
Health Care	--	0	0	0	--	12	5
Func Support/Admin	--	58	0	25	--	28	42
Craftsmen	--	0	0	0	--	12	8
Service & Supply Handlers	--	19	0	50	--	18	20
Non-Occupational	--	0	0	0	--	0	0

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

Table 3.25 Military Occupation for Reserve AGRs: Enlisted Personnel

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Combat Arms	16%	5%	1%	7%	12%	0%	8%
Maintenance & Repair	8	9	48	25	21	0	22
Communications/Other	7	2	4	4	4	0	5
Health Care	1	2	4	--	2	0	2
Func Support/Admin	64	80	35	54	52	97	56
Craftsmen	2	1	5	2	4	0	3
Service & Supply							
Handlers	3	1	1	7	6	3	3
Non-Occupational	1	0	1	1	0	0	1

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987

The majority of part-time officers were in the tactical operations field (Table 3.26). Fifty-one percent of the Marine Corps Reserve officers were in that field, along with 50 percent of the Army National Guard. The Naval Reserve had the smallest percentage in this field--20 percent. In contrast to the enlisted reservists, a significant portion of the officers were in the health care field. Over 29 percent of the Air Force Reserve and 23 percent of the Army Reserve were health professionals. Reserve officers were also concentrated in the administrative area. Because less than one-half of one percent of the officers in the reserves were general and flag officers, they have been included with administrative personnel for this analysis. Twenty-two percent of the Air National Guard officers and 20 percent of the Naval Reserve officers fell into the administrative category. Engineering was the final area with a fairly large concentration, 12 percent of all officers and 17 percent in the Naval Reserve.

Differentiation by gender shows that the majority of female part-time officers were in the health professions and, to a lesser degree, in the administrative area.<sup>6</sup> Over 84 percent of the female officers in the Air Force Reserve and 65 percent in the Army Reserve were health professionals. In contrast, the highest percentage of male health professionals was in the Army Reserve with only 14 percent male officers. As in the overall picture, the males were concentrated in the tactical operations, administration, and engineering fields.



Table 3.28 Military Occupation for Part-Time Members: Officers

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Administrative <sup>a</sup>	12%	17%	20%	9%	22%	9%	16%
Tactical Operations	50	31	20	51	43	42	37
Intelligence	1	4	9	2	3	1	4
Engineering	14	9	17	13	11	9	12
Scientists	4	8	11	2	5	3	8
Health Professional	7	23	13	--	10	29	15
Service & Supply							
Procurement	7	7	10	11	5	7	7
Non-Occupational	5	4	0	11	2	0	3

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987

<sup>a</sup>Includes all general and flag officers.

As seen in Tables 3.27 and 3.28, there were no consistent differences between prior/non-prior service part-time officers except for those in the tactical operations field where there was a higher percentage with prior active service than without prior service. For example, 47 percent of Air Force Reserve officers with prior active-duty experience were in tactical operations while 27 percent of Air Force Reserve officers with no prior service experience were in tactical operations.

#### 6. Officer Military Technicians

Tables 3.29 to 3.31 display the occupational data for reserve officer military technicians. Table 3.29 shows that officer military technicians were concentrated in administration, tactical operations, and engineering. Over 66 percent of the Air Force Reserve military technicians were in tactical operations, and 38 percent of the Air National Guard were engaged in administrative occupations. Twenty-six percent of the Army National Guard military technicians were in engineering fields. The service and supply procurement occupation also had a significant percentage of military technicians--20 percent of the Army Reserve and 18 percent of the Army National Guard.

The majority of female military technicians were in administrative positions; over 84 percent of the female Army Reserve military technicians were in the administrative area. Male military technicians were found in all three areas mentioned above; 69 percent of Air Force Reserve males, for example, were in tactical operations.

Table 3.27 Military Occupation for Part-Time Members:  
Officers with Prior Active Service

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Administrative <sup>a</sup>	11%	16%	20%	9%	22%	10%	16%
Tactical Operations	56	35	21	53	46	47	38
Intelligence	1	5	9	1	2	1	5
Engineering	13	10	17	12	13	11	13
Scientists	3	6	11	2	5	3	6
Health Professional	7	20	13	0	7	20	13
Service & Supply Procurement	6	7	10	12	6	8	8
Non-Occupational	3	1	0	12	0	0	2

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

<sup>a</sup>Includes all general and flag officers.

Table 3.28 Military Occupation for Part-Time Members:  
Officers without Prior Active Service

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Administrative <sup>a</sup>	13%	17%	21%	12%	22%	6%	16%
Tactical Operations	46	26	15	30	38	27	35
Intelligence	1	3	8	10	3	0	2
Engineering	14	7	24	36	7	3	11
Scientists	5	6	10	2	5	3	6
Health Professional	6	27	15	0	17	57	18
Service & Supply Procurement	8	6	8	8	5	3	7
Non-Occupational	6	8	0	3	4	1	6

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

<sup>a</sup>Includes all general and flag officers.

Table 3.29 Military Occupation for Reserve Military Technicians: Officers

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAF	
Administrative <sup>a</sup>	27%	31%	--	--	38%	16%	29%
Tactical Operations	27	25	--	--	36	66	32
Intelligence	0	3	--	--	1	2	1
Engineering	26	21	--	--	16	7	22
Scientists	1	0	--	--	0	2	1
Health Professional	1	0	--	--	0	1	0
Service & Supply							
Procurement	18	20	--	--	9	7	15
Non-Occupational	1	0	--	--	0	0	1

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987

<sup>a</sup>Includes all general and flag officers.

As seen in Tables 3.30 and 3.31, the prior service designation was important in several areas. Prior active service officer military technicians were more likely to be in tactical operations than were officer military technicians without prior active-duty service. Over 66 percent of the Air Force Reserve military technician officers with prior service were in tactical operations, while in the Air Force Reserve as a whole, no one without prior service was a military technician. More non-prior service officers than prior service officers had administrative positions and engineering occupations. Thirty-two percent of non-prior service and only 19 percent of prior service Army National Guard officer military technicians were in engineering.

#### 7. Officer IMAs

The data for officer IMAs are shown in Table 3.32 for all IMA officers and in Tables 3.33 and 3.34 by prior service status. Like the part-time and military technician officers, slightly more IMA officers were in the tactical operations field than any other area as seen in Table 3.32. Thirty-seven percent of the Marine Corps officers were in this military occupation, along with 33 percent of Naval Reserve IMA officers. The Air Force Reserve, however, had only 4 percent of their IMA officers in tactical operations. The rest of the IMA officers were spread relatively evenly among administration, engineering, and science. One significant area where the IMAs had more of an impact than either the part-time officers or the technicians was the intelligence field. Over

Table 3.30 Military Occupation for Military Technicians:  
Officers with Prior Active Service

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Administrative <sup>a</sup>	26%	26%	--	--	34%	16%	26%
Tactical Operations	37	30	--	--	42	66	42
Intelligence	1	0	--	--	1	2	1
Engineering	19	26	--	--	15	7	17
Scientists	1	0	--	--	0	2	1
Health Professional	1	0	--	--	0	1	0
Service & Supply Procurement	16	19	--	--	7	7	13
Non-Occupational	0	0	--	--	0	0	0

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

<sup>a</sup>Includes all general and flag officers.

Table 3.31 Military Occupation for Military Technicians:  
Officers without Prior Active Service

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Administrative <sup>a</sup>	27%	43%	--	--	44%	0%	32%
Tactical Operations	19	15	--	--	27	0	20
Intelligence	0	8	--	--	1	0	1
Engineering	32	12	--	--	16	0	27
Scientists	0	0	--	--	0	0	0
Health Professional	1	0	--	--	0	0	0
Service & Supply Procurement	19	23	--	--	11	0	18
Non-Occupational	2	0	--	--	0	0	1

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

<sup>a</sup>Includes all general and flag officers.

Table 3.32 Military Occupation for Reserve IMAs: Officers

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Administrative <sup>a</sup>	--	18%	24%	26%	--	19%	19%
Tactical Operations	--	25	33	37	--	4	17
Intelligence	--	12	2	8	--	15	13
Engineering	--	11	15	7	--	23	16
Scientists	--	14	15	12	--	17	15
Health Professional	--	7	2	--	--	13	9
Service & Supply							
Procurement	--	13	9	6	--	9	11
Non-Occupational	--	0	0	4	--	0	0

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987

<sup>a</sup>Includes all general and flag officers.

Table 3.33 Military Occupation for Reserve IMAs:  
Officers with Prior Active Service

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Administrative <sup>a</sup>	--	18%	21%	26%	--	19%	19%
Tactical Operations	--	28	34	37	--	4	17
Intelligence	--	13	3	8	--	16	14
Engineering	--	11	15	7	--	23	16
Scientists	--	13	15	12	--	17	15
Health Professional	--	6	3	0	--	11	8
Service & Supply Procurement	--	13	10	5	--	10	11
Non-Occupational	--	0	0	4	--	0	0

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

<sup>a</sup>Includes all general and flag officers.

Table 3.34 Military Occupation for Reserve IMAs:  
Officers without Prior Active Service

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Administrative <sup>a</sup>	--	17%	80%	0%	--	15%	18%
Tactical Operations	--	25	20	0	--	2	18
Intelligence	--	8	0	0	--	10	9
Engineering	--	13	0	50	--	20	15
Scientists	--	15	0	0	--	24	17
Health Professional	--	9	0	0	--	25	13
Service & Supply Procurement	--	13	0	50	--	4	10
Non-Occupational	--	0	0	0	--	0	0

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

<sup>a</sup>Includes all general and flag officers.

15 percent of the Air Force Reserve IMAs and 12 percent of the Army Reserve IMA officers were intelligence officers.

No new pattern is evident when the IMA reserve officers are examined by gender.<sup>8</sup> Again, the majority of the females were in administration and the health professions. The male IMAs were spread more evenly across occupations. The Naval Reserve showed over 79 percent of the female IMAs in tactical operations; but the sample was very small, making the percentage an unreliable estimate.

Slightly more IMA tactical operations officers were prior service personnel as shown in Tables 3.33 and 3.34, but the differences were not significant. The rest of the data on the IMAs by prior service status showed no real trends, and the non-prior service Marine Corps IMAs were too few to be significant.

## 8. AGR Officers

As shown in Table 3.35, full-time officers were most predominant in the tactical operations and the administrative groups. About half of the AGR officers in the Army National Guard and Marine Corps Reserve were in tactical operations. Sixty percent of the Air Force Reserve AGR officers and 56 percent of Naval Reserve AGR officers were in the administrative group. A much smaller percentage of the AGR officer personnel were in the engineering, and services and supply procurement occupations.

The pattern by gender for the AGR officers was no different than that noted for the other status categories among either enlisted personnel or officers.<sup>a</sup> An overwhelming percentage of AGR women were in the administrative category. One hundred percent of the female Air Force Reserve AGR officers were administrative personnel. Ninety-one percent of the Naval Reserve and 89 percent of the Marine Corps Reserve female officers were also categorized as administrative workers. The male AGR officers generally followed the pattern set by the overall AGR reserve officer force.

Table 3.35 Military Occupation for Reserve AGRs: Officers

Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
Administrative <sup>a</sup>	25%	21%	56%	32%	31%	60%	31%
Tactical Operations	50	34	20	49	42	34	38
Intelligence	0	4	2	3	2	0	2
Engineering	9	15	11	12	17	0	12
Scientists	1	1	1	1	1	0	1
Health Professional	1	5	0	--	0	7	2
Service & Supply							
Procurement	13	20	11	3	7	0	14
Non-Occupational	1	0	0	0	0	0	0

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

<sup>a</sup>Includes all general and flag officers.

#### D. Summary

This chapter presented information on the military background of Selected Reserve personnel in all seven reserve components. The chapter dealt with all status categories of trained personnel in the Selected Reserve--part-time unit members, Individual Mobilization Augmentees (IMAs), military technicians, and Active Guard/Reserve personnel (AGRs). Part-time unit members and AGRs are in all reserve components. The Naval Reserve and the Marine Corps Reserve do not have military technicians, and the two National Guard components do not have IMAs. The Coast Guard Reserve includes only part-time unit members. Among the major findings are:

- Most trained members of the Selected Reserve were part-time unit members - 88 percent of enlisted personnel and 77 percent of officers. There were substantial differences among the components, however, in the structure of the Selected Reserve.
  - Part-time unit members were 100 percent of Coast Guard Reserve enlisted members and 96 percent of the Marine Corps Reserve. They made up only 74 percent of the Air National Guard and 79 percent of the Air Force Reserve. For officers, the range was from 100 percent of the Coast Guard Reserve and 89 percent of the Naval Reserve to only 48 percent of the Air Force Reserve.
  - Individual Mobilization Augmentees (IMAs) to active force units and headquarters are not used in the National Guard in which all members must be affiliated with a reserve unit billet. Most IMAs are officers. The greatest use of IMAs was in the Air Force Reserve, where 46 percent of all Selected Reserve officers were IMAs.
  - Military technicians are employed only in the reserve components of the Army and the Air Force. They made up 20 percent of the enlisted force and 14 percent of the officer force of the Air National Guard.
  - Active Guard and Reserve members (AGR) are employed in all components except the Coast Guard Reserve. AGRs made up 15 percent of the Naval Reserve enlisted force and 8 percent of Naval Reserve officers.
- There were also great differences between the components in the percentage of members who had served on active duty. Overall, almost half of part-time enlisted personnel in units and over 62 percent of part-time officers in units had served in an active component before joining the Guard or Reserve.



- The percentage of part-time enlisted members with prior active component service was only 22 percent in the Marine Corps Reserve and 38 percent in the Army National Guard. It was 71 percent for the Naval Reserve and 64 percent for the Air Force Reserve.
- For officers, the Army National Guard was the only component in which less than half of part-time unit members had no active component experience. In the Marine Corps Reserve, 93 percent had served two years or more in an active component.
- IMAs, technicians, and AGRs were more likely to have had active-component experience, with AGRs, on average, having the most active-component experience.
- Selected Reservists tend to have considerable experience in the reserves in addition to any active component experience.
  - Reserve experience for part-time enlisted members in units ranged from an average of 4.2 years for the Marine Corps Reserve to 8.6 years for the Coast Guard Reserve. Enlisted technicians averaged over 10 years of reserve service in all four of the components that employ them.
  - For officers, years of reserve experience for part-time unit members ranged from a low of 8.6 years in the Air Force Reserve to 13.5 years in the Coast Guard Reserve. Once again, military technicians, with an average of over 11 years in all components, had the highest average years of reserve experience.
- Pay grade patterns differed by reserve component and Selected Reserve status. For example:
  - Overall, 20 percent of part-time enlisted personnel in units were in the three lowest pay grades, 70 percent were in E4-E6, and 10 percent were in E7-E9.
  - In the Marine Corps Reserve, however, 52 percent were in the lowest pay grades, while only 6 percent were in the highest.
  - Twenty-two percent of part-time officers in units were in the two lowest pay grades, 52 percent were in the middle pay grades, and 17 percent were senior officers. One-third of part-time officers in the Army National Guard were in the two lowest pay grades. Only six to seven percent of Naval Reserve and Marine Corps Reserve officers were in the two lowest pay grades.

- The distribution of military occupations in the reserve components again points up the extent to which the components differ from one another.
  - Enlisted part-time unit members were assigned in most occupational areas and reflected the primary missions of their components. For example, 34 percent of those in the Army National Guard and 29 percent in the Marine Corps Reserve had combat arms occupations. Enlisted technicians were concentrated in equipment maintenance and repair occupations, while the highest percentage of AGRs were primarily in functional support and administration.
  - The military occupations of part-time officers in units also reflected component missions. The highest percentages were in tactical operations, with over half of Army National Guard and Marine Corps Reserve officers in this occupational area. Officer technicians and AGRs were employed in a greater range of occupations than their enlisted counterparts.

#### ENDNOTES

<sup>1</sup>For a detailed discussion of the various classification systems, see Appendix E in 1986 Reserve Components Survey: Selected Reserve Officer and Enlisted Personnel--User's Manual and Codebook.

<sup>2</sup>See the Supplementary Tabulations for the 1986 Reserve Components Surveys, Table 3.14.

<sup>3</sup>Ibid.

<sup>4</sup>Ibid.

<sup>5</sup>Ibid.

<sup>6</sup>Op. Cit., Table 3.15.

<sup>7</sup>Ibid.

<sup>8</sup>Ibid.

<sup>9</sup>Ibid.

#### 4. PERSONAL AND FAMILY CHARACTERISTICS OF GUARD/RESERVE MEMBERS

##### A. Introduction

Data on the personal characteristics, educational attainments and household composition of the men and women in the reserve components provide insight into concerns and issues that affect members' performance and career decisions. Information on some of these characteristics is available in administrative records. It is useful, however, to examine similar information from the survey data because in later chapters we will be looking at their relationship to information on attitudes and other characteristics that are not available in records.

This chapter begins with a description of the age, gender, and ethnicity/race of the part-time unit members of the various reserve components. Members' educational levels and their current school attendance are examined next. Finally, we describe members' marital status and household composition.

##### B. Personal Characteristics of Members

###### 1. Age Composition

Age is strongly related to other characteristics of interest, both military and personal, such as year of service, pay grade, marital status, and household composition. Table 4.1 presents data on age at the time of the survey by component for enlisted personnel. Table 4.2 presents these data for officers.

The median age of all part-time enlisted personnel was 29.5 years. Overall, about 42 percent of the enlisted personnel were 26 years old or less, 44 percent were between 27 and 41 years old, and 14 percent were 42 years old or older. The Marine Corps Reserve was the youngest group; 42 percent were 21 years of age or less, and 78 percent were 26 years old or less. The median age of enlisted personnel in the Marine Corps Reserve was 23.1. Enlisted personnel in the Coast Guard Reserve were the oldest; their median age was 35.9, and only one in five was 26 years old or less. The median ages for enlisted members of the other components ranged from 28.3 to 33.7.

As would be expected, officers were older than enlisted personnel. (Table 4.2). The median age for officers overall was 37.9 years, approximately eight years older than the median for enlisted personnel. The median age of officers in the Marine Corps Reserve was lower, and the median age of officers in the Coast Guard Reserve was higher than the medians for those in the other reserve components. Officers across the components were more alike in age than were enlisted personnel. The majority of the officers in each component was between 32 and 41 years old; the percentage of officers in this age group ranged from 48 percent of the Army National Guard to 61 percent of the Air Force Reserve. The Army National Guard had the largest percentage (30) of officers under 32.

Table 4.1 Members' Age: Enlisted Personnel

Member's Age	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
21 or less	18%	16%	11%	42%	10%	6%	16%	5%	16%
22-26	28	29	20	36	21	20	26	16	26
27-31	15	17	16	9	15	20	16	15	16
32-36	13	13	16	5	17	18	14	18	14
37-41	13	14	17	5	18	17	14	19	14
42-46	7	6	10	2	10	9	7	14	7
47 or older	7	6	10	1	10	10	7	12	7
Median age	28.3	28.5	33.0	23.1	33.2	33.7	29.5	35.9	29.5

Source: 1986 RC Member Survey, Supplementary Tabulations 4.1.

Table 4.2 Members' Age: Officers

Member's Age	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
21 or less	1%	1%	a	a	a	a	1%	a	1%
22-26	13	7	1	2	5	2	7	1	7
27-31	16	12	15	23	15	13	14	8	14
32-36	21	22	28	31	20	28	23	19	23
37-41	27	30	28	26	31	33	29	31	29
42-46	12	16	18	12	19	17	15	23	15
47 or older	10	12	11	6	10	6	11	19	11
Median age	36.6	38.3	38.1	35.4	40.4	38.1	37.8	40.5	37.9

Source: 1986 RC Member Survey, Supplementary Tabulations 4.2.

<sup>a</sup>Less than 0.5 percent.

Age was related to pay grade and prior service. Tables 4.3 and 4.4 present data on age by pay grade and prior service for enlisted personnel and officers, respectively.

Enlisted personnel's median age increased with pay grade. The largest difference in median age was between E4 and E5; the median increased from 23.2 for E4's to 32.7 for E5's to 42.2 for E7-E9's. The distribution across the age range also varied by pay grade. In the lowest pay grade, E1-E3, 87 percent of the enlisted personnel were 26 years old or less. The age groupings were less concentrated in the higher pay grades. Enlisted personnel with prior service, i.e. those with two or more years of active service, tended to be older than those without prior service. The median age for those with prior service was more than 10 years higher than the median age for those without prior service.

Officers' median age increased with pay grade for the pay grades O1 to O6 and higher. The median age was 29.4 years for officers in the pay grades O1-O2, 35.4 years for O3's, 41.0 years for O4-O5's, and 50.1 years for O6 and higher. Warrant officers, W1-W4, had a median age (41.5) that was somewhat older than the median age for all officers in the Total Selected Reserve (37.9).

As discussed in Chapter 3, the majority of Guard/Reserve officers had at least two years' prior active service experience. Prior service was strongly related to age. Officers with prior service tended to be older (median age 40.2) than those without prior service (median age 35.2). This age difference was not as great as the difference between enlisted personnel with prior service and those without prior service.

## 2. Gender Composition

The reserve components are predominantly male. This is clearly shown by Table 4.5 which presents data on gender by reserve component. Overall, 90 percent of the part-time enlisted personnel were men. The Air Force Reserve and the Army Reserve had the highest percentages of women (19 percent and 17 percent, respectively), while the Marine Corps Reserve had the lowest (4 percent). The percentage of male part-time officers was slightly lower than the percentage of male enlisted personnel. Overall, 88 percent of officers were men, and 12 percent were women. The percentages of officers by gender across components were similar to those for enlisted personnel; the Air Force Reserve and the Army Reserve had the highest percentages of women (21 percent and 18 percent, respectively), while the Marine Corps Reserve had the lowest (2 percent).

Several similarities and differences are seen when the data in Table 4.5 are compared to similar data for the active force. Overall, 90 percent of active-force enlisted personnel were men, and 10 percent were women. This is essentially the same as shown here for the Total Selected Reserve. The active-force components, with the exception of the Marine

Table 4.3 Age by Pay Grade and Prior Service: Enlisted Personnel

Member's Age	Pay Grade					Prior Service Status		Total Selected Reserve
	E1-E3	E4	E5	E6	E7-E9	Prior	Non-Prior	
21 or less	54%	15%	2%	a	a	1%	29%	16%
22-26	33	46	21	4	a	17	35	26
27-31	7	20	24	13	3	18	13	16
32-36	4	10	21	23	15	19	9	14
37-41	1	6	18	29	31	22	7	14
42-46	a	3	8	15	21	11	4	7
47 or older	a	1	6	15	30	11	3	7
Median age	20.6	23.2	32.7	38.7	42.2	35.7	25.0	29.5

Source: 1986 RC Member Survey, Supplementary Tabulations 4.1.

<sup>a</sup>Less than 0.5 percent.

Table 4.4 Age by Pay Grade and Prior Service: Officers

Member's Age	Pay Grade					Prior Service Status		Total Selected Reserve
	W1-W4	01-02	03	04-05	06 & Higher	Prior	Non-Prior	
21 or less	a	3%	a	a	a	a	2%	1%
22-26	2	31	a	a	a	1	17	7
27-31	4	33	23	1	a	13	17	14
32-36	11	24	40	15	a	24	22	23
37-41	37	9	30	43	2	33	22	29
42-46	21	1	7	29	23	18	11	15
47 or older	25	a	1	12	74	11	10	11
Median age	41.5	29.4	35.4	41.0	50.1	40.2	35.2	37.9

Source: 1986 RC Member Survey, Supplementary Tabulations 4.2.

<sup>a</sup>Less than 0.5 percent.

Table 4.5 Gender: Enlisted Personnel and Officers

Gender	Reserve Component							Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR				
Enlisted Personnel										
Male	95%	83%	88%	96%	88%	81%	90%	91%	90%	
Female	5	17	12	4	12	19	10	9	10	
Officers										
Male	94	82	91	98	92	79	88	95	88	
Female	6	18	9	2	8	21	12	5	12	

Source: 1986 RC Member Survey, Supplementary Tabulations 4.3-4.4.

Corps, however, were more similar to each other than to the reserve components. Only about 5 percent of the enlisted members of both the active Marine Corps component and the Marine Corps Reserve were women. Among officers, however, the reserve components have a slightly higher percentage of women (12 percent) than the active force (10 percent). Here again, the Marine Corps Reserve and the active Marine Corps were more similar to each other than to other active or reserve components.<sup>1</sup>

Tables 4.6 and 4.7 examine the percentage of women by pay grade and prior service status for part-time enlisted personnel and officers, respectively.

Slightly more than one-tenth of the part-time enlisted personnel in the pay grades E1-E3, E4, and E5 were women. The percentages of women in the higher pay grades were lower--7 percent in E6 and 4 percent in E7-E9. Nearly two-fifths of the Air Force Reserve personnel in the lowest pay grades, E1-E3, were women. One fifth of the lowest pay grades in the Army Reserve and Air National Guard were women. The percentage of women in the highest pay grades, E7-E9, ranged from 1 to 7 percent across the reserve components.

The overall percentage of female enlisted personnel in the non-prior service category was nearly double that for the prior service category. For each of the reserve components except the Marine Corps Reserve, the percentage of women was higher for those without prior service than for



Table 4.6 Percent Female by Pay Grade and Prior Service Status:  
Enlisted Personnel

	Reserve Component							Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR				
Pay Grade										
E1-E3	5%	20%	12%	2%	19%	39%	11%	5%	11%	
E4	6	20	17	3	16	24	13	15	13	
E5	5	18	15	9	13	20	11	8	11	
E6	2	14	8	8	6	13	7	7	7	
E7-E9	1	5	3	1	3	7	4	5	4	
Prior Service Status										
Prior Service	3	11	7	8	6	11	7	3	7	
Non-prior Service	6	23	23	3	18	32	13	17	13	

Source: 1986 RC Member Survey, Supplementary Tabulations 4.3.

Table 4.7 Percent Female by Pay Grade and Prior Service Status: Officers

	Reserve Component							Total Selected Reserve	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD		USCGR
Pay Grade									
W1-W4	2%	4%	a	2%	a	a	2%	2%	2%
O1-O2	9	32	17	8	16	46	20	9	20
O3	7	18	14	2	9	22	14	8	13
O4-O5	4	13	7	2	5	12	8	2	8
O6 or higher	a	4	3	a	a	6	2	a	2
Prior Service Status									
Prior Service	3	12	8	3	5	13	8	3	8
Non-prior Service	8	26	17	1	13	46	17	10	17

Source: 1986 RC Member Survey, Supplementary Tabulations 4.4.

<sup>a</sup>less than 0.5 percent.

those with prior service; in the Marine Corps Reserve, eight percent of those enlisted personnel who had prior service were women, but only three percent who did not have prior service were women.

The percentage of women differed somewhat more by pay grade for part-time officers than for enlisted personnel. Overall and for the individual components, the percentage of women decreased as commissioned pay grade category increased. One-fifth of all officers in pay grades O1-O2 were women, as were 13 percent of those in pay grade O3, and 8 percent of those in pay grades O4 and O5. Only two percent of those in pay grades O6 or higher were women. The variation among the individual components was very similar to that observed for enlisted personnel. The Army Reserve and Air Force Reserve had the highest proportions of women at all pay grade levels, and the Marine Corps Reserve had the lowest.

The percentage of officers without prior service who were women was slightly greater than twice the percentage of those with prior service overall. In each of the reserve components, officers without prior service were more likely than those with prior service to be women. Nearly half the Air Force Reserve officers without prior service were women. Given the increase in the number of women in the active force in recent years, the movement of women officers from active duty into the reserve components has not kept pace with the direct entry of women into the reserves.

### 3. Ethnic/Racial Composition

Ethnic/racial minorities have traditionally regarded the military as a means of economic advancement. Table 4.8 shows the proportions in major ethnic/racial groups for part-time enlisted personnel and officers. Nearly one-third of all enlisted personnel and about one-tenth of all officers were members of minority groups. About two-fifths of the Army Reserve enlisted personnel were minorities; 26 percent were Black, 9 percent were Hispanic, and 3 percent were other minorities. The Coast Guard Reserve had the lowest percentage of minorities among enlisted personnel; 5 percent were Black, 5 percent were Hispanic, and 3 percent were other minorities.

The ethnic/racial composition of the officers varied less than did the ethnic/racial composition of the enlisted personnel. The percentage of minorities was consistently low across all the reserve components; it ranged from 2-7 percent for Blacks, 2-4 percent for Hispanics, and 2-3 percent for other minorities.

Table 4.9 shows the proportions of enlisted men and women in each reserve component who were members of an ethnic/racial minority group. Overall a higher proportion of enlisted women (41 percent) were minority group members than enlisted men (27 percent). In all the reserve components, the proportion of female enlisted personnel who were minority group members was higher than the proportion of male enlisted personnel who were minority group members. The reserve components had a somewhat larger percentage of women who were minority groups members (41 percent)

Table 4.8 Ethnic/Racial Group: Enlisted Personnel and Officers

Ethnic/Racial Group	Reserve Component							Total Selected Reserve	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD USCGR		
Enlisted Personnel									
Black	17%	26%	10%	18%	9%	19%	18%	5%	18%
Hispanic	8	9	6	12	6	9	8	5	8
White	72	62	81	67	81	69	71	88	71
Other	3	3	3	3	4	4	3	3	3
Officers									
Black	4	7	2	4	3	3	5	3	5
Hispanic	4	4	2	2	3	2	3	2	3
White	89	86	93	92	91	93	89	94	89
Other	2	3	3	2	3	2	3	2	3

Source: 1986 RC Member Survey, Supplementary Tabulations 4.5-4.6.

Table 4.9 Ethnic/Racial Group by Gender Compared with Active Force: Enlisted Personnel

Gender/ Ethnic/Racial Group	Reserve Component								Total Selected Reserve	Active Force
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD	USCGR		
Male										
Black	16%	23%	9%	17%	8%	16%	16%	4%	16%	18%
Hispanic	8	9	6	12	6	9	8	4	8	8
White	72	65	81	67	82	71	73	89	73	69
Other	3	3	3	3	4	4	3	3	3	5
Female										
Black	29	41	19	25	14	29	31	16	31	26
Hispanic	7	8	5	9	7	8	7	7	7	7
White	61	49	74	64	74	61	59	74	59	64
Other	3	3	3	2	5	2	3	3	3	4

Source: 1986 RC Member Survey, Supplementary Tabulations 4.5. Active force data from 1985 DoD Member Survey, Supplementary Tabulation 4.7.

<sup>a</sup>Less than 0.5 percent.

than did the active force (37 percent). The situation was reversed for men by a similar percentage (27 percent for the reserve components and 31 percent for the active force).<sup>2</sup>

Table 4.10 presents data on ethnic/racial group by gender for officers. About one-fifth of the female officers, overall, were minority group members compared with about one-tenth of male officers. For both the Army National Guard and the Army Reserve, about one-fourth of female officers were from minority groups compared to about one-tenth of male officers. The proportion of female officers who were from minority groups in the remaining three reserve components ranged from 12-14 percent. The proportion of male officers who were from minority groups was smaller, ranging from 6-8 percent.

#### C. Members' Educational Experience

The growth in the number of military occupations requiring technological skills has made recruiting and retaining well-educated personnel more important than in the past. The Guard/Reserve and the active Services share the need for well-qualified personnel to fulfill their responsibilities as parts of the Total Force. The desired educational level for enlisted personnel is high school graduation; for officers, completion of a college degree. Results of the 1986 RC Member Survey indicate that the reserve components have succeeded in meeting those requirements.

Over 90 percent of the part-time enlisted personnel had at least a high school education (Table 4.11). With one exception, the highest proportion of the members in each component had received a high school diploma or equivalent as their highest degree. The exception, members of the Coast Guard Reserve, who were also older, had the most education; 29 percent had completed 1-2 years of college, and 40 percent had completed more than two years of college. The percentages of enlisted personnel in the other components who had completed at least one year of college ranged from 31 percent of the Army National Guard to 58 percent of the Air Force Reserve.

The educational profile of part-time enlisted personnel was different from that of their active-force counterparts. Although somewhat fewer part-time enlisted reservists (93 percent) had at least a high school education than did active-force enlisted personnel (98 percent), a higher percentage of part-time enlisted personnel had advanced education.<sup>3</sup>

For Guard/Reserve officers overall, 80 percent had completed a bachelor's degree or more (Table 4.12). Sixteen percent had finished 1-4 years of college but had not yet completed a degree. Among the components, the Naval Reserve and the Air Force Reserve had the highest educational levels. For both, more than two-fifths had completed a bachelor's degree and nearly one-half had completed more. The differences between the educational profiles of part-time and active-force officers were smaller than these differences for part-time and active-force enlisted personnel. Four percent of the part-time

Table 4.10 Ethnic/Racial Group by Gender Compared with Active Force: Officers

Gender Ethnic/Racial Group	Reserve Component								Total Selected Reserve	Active Force
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD	USCGR		
Male										
Black	4%	6%	2%	5%	2%	2%	4%	3%	4%	5%
Hispanic	4	4	1	2	3	2	3	2	3	3
White	90	88	84	92	92	94	91	94	91	90
Other	2	3	3	1	3	2	3	2	3	3
Female										
Black	12	16	5	a	11	7	13	a	13	11
Hispanic	7	4	3	a	2	2	4	a	4	4
White	77	75	88	a	86	87	79	a	79	81
Other	4	5	4	a	1	3	4	a	4	4

Source: 1986 RC Member Survey, Supplementary Tabulations 4.6. Active force data from 1985 DoD Member Survey, Supplementary Tabulations 4.8.

<sup>a</sup>Too few cases for reliable estimates.

Table 4.11 Education Completed: Enlisted Personnel

Education Completed	Reserve Component								Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD	USCGR	
Less than high school	11%	6%	5%	5%	4%	4%	7%	3%	7%
High school or equivalent	58	52	44	47	41	37	52	27	51
1-2 years college	18	23	27	32	30	30	23	29	23
More than 2 years college	13	19	23	17	25	28	18	40	18

Source: 1986 RC Member Survey, Supplementary Tabulations 4.7.

Table 4.12 Education Completed: Officers

Education Completed	Reserve Component							Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD	
High school or less	9%	3%	1%	3%	1%	<sup>a</sup>	4%	4%
1-4 years college, no degree	33	14	3	11	9	7	16	16
Bachelor's degree, only	35	41	48	56	53	49	43	43
More than 4 years college	23	42	48	30	37	44	37	37

Source: 1986 RC Member Survey, RTI Tabulations, October 1987.

<sup>a</sup>Less than 0.5 percent.

officers had no more than a high school education compared to only two percent of the active-duty officers. On the other hand, fewer part-time officers had more than a bachelor's degree (37 percent) than did active-duty officers (41 percent).<sup>4</sup>

Tables 4.13 and 4.14 present data on the efforts of part-time reservists to augment their current education. Members were asked if they were attending a civilian school in 1985:

If you are now attending a civilian school, what kind of school is it? Mark all that apply.

- Does not apply, I don't attend school
- Vocational, trade, business or other career training school
- Junior or community college (two years)
- Four year college or university
- Graduate or Professional school
- Other

Here we examine responses in only one category, the percentage attending any type of school.

One-quarter of all the part-time enlisted personnel were attending school at the time of the survey. Overall, enlisted personnel who had completed at least some college were more likely than other enlisted

Table 4.13 Current School Attendance by Education Completed:  
Enlisted Personnel

Education Completed	Reserve Component							Total Selected Reserve	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD USCGR		
12 grades or less no diploma	10%	13%	12%	11%	9%	11%	11%	18%	11%
HS certificate other than diploma	13	18	26	30	17	22	16	17	16
HS diploma	11	17	18	21	15	16	14	14	14
1-2 years of college	40	40	41	61	38	37	41	37	41
3-4 years of college	42	37	38	70	39	42	41	32	41
More than 4 years of college	31	37	36	55	28	39	35	33	35
Total	20	26	29	41	27	30	25	28	25

Source: 1986 RC Member Survey, Supplementary Tabulations 4.9.

Table 4.14 Current School Attendance by Education Completed:  
Officers

Education Completed	Reserve Component							Total Selected Reserve	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD USCGR		
HS diploma	22%	a	a	a	a	a	19%	a	19%
1-2 years of college	40	25	a	a	a	a	35	a	35
3-4 years of college, no degree	60	51	a	a	a	a	53	a	53
Bachelor's degree	24	23	23	21	15	18	22	21	22
More than 4 years of college	20	15	12	18	13	10	15	13	15
Total	31	22	18	21	17	15	23	17	23

Source: 1986 RC Member Survey, RTI Tabulations, October 1987.

<sup>a</sup>Too few cases for reliable estimates.

personnel to be attending school. About two-fifths of those who were in each of the three highest educational categories (1-2 years college, 3-4 years college, more than four years college) were attending school in 1985. The percentage of those in the lower educational categories (no diploma, high school certificate or diploma) attending school ranged from 11 to 16 percent. The Marine Corps Reserve showed the highest school attendance among the reserve components; two-fifths of Marine Corps enlisted personnel were in school.

Overall, approximately the same percentage of officers (23 percent) as enlisted personnel (25 percent) were attending school at the time of the survey. For officers, the component with the highest percentage of school attendance was the Army National Guard (31 percent), while the Naval Reserve, the Air Force components, and the Coast Guard Reserve had the lowest (15 to 18 percent). The educational level at which officers were most likely to be in school was "3-4 years of college, no degree" (53 percent, overall). Officers who had completed a bachelor's degree were somewhat more likely (22 percent) than those with more education (15 percent) to be attending school.

The responses of reservists cannot be directly compared to the responses in the active-duty survey because the 1985 DoD Member Survey asked about school attendance over a year's time. Assuming, however, that the rate of school attendance at one point in time for the reservists was about the same as their annual rate, the data for reservists and active-duty personnel were quite similar. Nineteen percent of the active-duty enlisted personnel and 21 percent of the active-duty officers went to school in the preceding calendar year.<sup>5</sup>

#### D. Marital Status and Household Composition

Tables 4.15 and 4.16 present data on the household composition of part-time enlisted personnel and officers in the various reserve components.<sup>6</sup> To determine marital status, respondents were asked:

Are you currently:

- Married for the first time
- Remarried
- Widowed
- Divorced
- Separated
- Single, never married

Respondents who were "married for the first time", "remarried", or "separated" were classified as married; respondents who were "widowed", "divorced", or "single, never married" were considered unmarried. Respondents were also asked how many dependents they had (excluding self and spouse). A dependent was defined as "anyone related to you by blood,



Table 4.15 Household Composition: Enlisted Personnel

Household Composition	Reserve Component							Total Selected Reserve	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD USCGR		
Unmarried									
W/O dependents	33%	37%	34%	63%	29%	30%	35%	28%	35%
With dependents	10	12	8	7	8	8	10	6	10
Total unmarried	43	49	42	70	36	38	45	34	45
Married									
W/O dependents	11	10	14	8	12	14	11	13	11
With dependents	46	41	44	22	52	48	44	53	44
Total married	57	51	58	30	64	62	55	66	55

Source: 1986 RC Member Survey, Supplementary Tabulations 4.11 and 4.13.

Table 4.16 Household Composition: Officers

Household Composition	Reserve Component							Total Selected Reserve	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD USOGR		
Unmarried									
W/O dependents	19%	21%	15%	15%	16%	19%	18%	8%	18%
With dependents	5	7	4	4	5	6	6	5	6
Total unmarried	24	28	19	19	21	25	24	13	24
Married									
W/O dependents	13	11	14	12	11	11	12	13	12
With dependents	63	61	67	68	68	63	64	73	64
Total married	76	72	81	80	79	74	76	87	76

Source: 1986 RC Member Survey, Supplementary Tabulations 4.12 and 4.14.

marriage or adoption, and who depends on you for over half their support."

Slightly over half of the part-time enlisted personnel in units in the Selected Reserve were married. A plurality of all enlisted personnel (44 percent) had a spouse and dependents. One in ten was married with no dependents. Another 10 percent were unmarried with dependents. The remaining 35 percent were unmarried with no dependents. The enlisted personnel in the individual components followed this bimodal pattern--either married with dependents, or unmarried without dependents. Enlisted personnel in the Air National Guard (64 percent), Air Force Reserve (62 percent), and Coast Guard Reserve (66 percent), however, were more likely to be married. The low percentage of Marine Corps Reserve enlisted personnel who were married (30 percent) is not surprising because they are much younger than those in the other reserve components.

Part-time officers in units in the Selected Reserve were more likely to be married (76 percent) than enlisted personnel (55 percent). The percentages of officers in the individual components who were married were similar to the overall figure. As with the enlisted personnel, married officers were more likely to have dependents, and unmarried officers were less likely to have dependents.

Tables 4.17 and 4.18 present data on household composition by pay grade and gender. Pay grade is related to several factors that are associated with family formation, such as age, length of service, level of job responsibility, and income. Member's gender is also important.

Part-time enlisted personnel in the higher pay grades (E5-E9) were more likely to be married than unmarried; three-fourths in the higher pay grades were married compared to under two-fifths in the lower pay grades. In the higher pay grades, 62 percent had a spouse and dependents while 13 percent had a spouse and no dependents. In the lower pay grades, 27 percent had dependents and 10 percent had only a spouse. Approximately 10 percent of those who were unmarried in both the higher and the lower pay grades had dependents.

For enlisted personnel overall, men (57 percent) were more likely to be married than women (38 percent). Both married men and married women were more likely to have dependents than not to have dependents, while both unmarried men and women were less likely to have dependents.

The percentages of enlisted men in the reserves and active force who were married were quite similar (57 percent in the Guard/Reserve and 60 percent in the active force). The percentage of enlisted women who were married, however, was considerably higher for active-force members (53 percent) than part-time unit members (38 percent). For both men and women, the percentage of part-time unit members with dependents was higher than in the active force.

Officers in pay grade O4 and higher were more likely to be married than those in pay grades O1-O3. Married officers in both the lower and

Table 4.17 Household Composition by Pay Grade and Gender:  
Enlisted Personnel

Household Composition	Pay Grade		Gender			
			Guard/Reserve		Active Force	
	E1-E4	E5-E9	Male	Female	Male	Female
Unmarried						
W/O dependents	53%	17%	34%	44%	36%	30%
With dependents	11	9	9	19	4	9
Total unmarried	64	26	43	63	40	47
Married						
W/O dependents	10	13	11	13	15	25
With dependents	27	62	46	25	45	28
Total married	37	75	57	38	60	53

Source: 1986 RC Member Survey, Supplementary Tabulations 4.13, and 1985 DoD Member Survey, Supplementary Tabulations 4.19.

Table 4.18 Household Composition by Pay Grade and Gender:  
Officers

Household Composition	Pay Grade			Gender			
				Guard/Reserve		Active Force	
	W1-W4	01-03	04 or Higher	Male	Female	Male	Female
Unmarried							
W/O dependents	9%	28%	9%	16%	36%	17%	46%
With dependents	5	6	5	5	12	2	5
Total unmarried	14	34	14	21	48	19	51
Married							
W/O dependents	13	13	11	11	18	18	27
With dependents	73	53	75	68	34	63	22
Total married	86	66	86	79	53	81	49

Source: 1986 RC Member Survey, Supplementary Tabulations 4.14, and 1985 DoD Member Survey, Supplementary Tabulations 4.20.

higher pay grades were more likely to have dependents than not to have dependents. Only about 5 percent of the officers in both pay grade groups were unmarried with dependents. The marital status and dependency status of warrant officers were very similar to those of the higher pay grade commissioned officers. The same percentage was married (86 percent), and virtually the same percentage had dependents. As discussed previously, the warrant officers were also similar to this group in age and prior service.

Male officers were more likely to be married (79 percent) than female officers (53 percent). Both married men and women were more likely to have dependents than not to, although the percentage was higher for men. Indeed, overall, 54 percent of the female officers did not have dependents compared to only 27 percent of the male officers.

The percentages of both male and female part-time officers who were married were quite similar to the active force. Eighty-one percent of male active-force and 77 percent of male part-time Guard/Reserve officers were married as were 49 percent of the female active-force officers and 52 percent of the female part-time Guard/Reserve officers. Only married male part-time officers resembled their active-force counterparts (68 percent and 63 percent, respectively) with respect to dependents.

#### E. Military Experience in Member's Childhood Family

Guard/Reserve members were asked about the military experience (active duty and/or Guard/Reserve) of individuals in their childhood families: father, mother, brothers, and sisters. The responses of part-time unit members appear in Table 4.19. Nearly one-fifth--17 percent of enlisted personnel and 19 percent of officers--had a close relative with sufficient military service to have earned retirement. Substantial proportions--43 percent of enlisted personnel and 51 percent of officers--came from families where at least one person had served in the military (for less than eight years) and separated. Around one-tenth reported that a member of their childhood family was currently serving in the military. Enlisted personnel (who were younger, on the average) were somewhat more likely than officers to report this: 14 percent of enlisted personnel compared to 9 percent of officers. Only one-fourth of enlisted personnel in the Selected Reserve and about one-fifth of officers came from families where no one in their childhood families had served in the military.

There were some differences among the individual components in the military experience of members' parents and siblings. Enlisted personnel in the Marine Corps Reserve and Army National Guard were more likely than those in other components to come from families where no one had military service (28 and 27 percent respectively). Enlisted personnel in the Naval Reserve, the two Air Force components, and the Coast Guard Reserve were more likely than others to come from families where someone had military service; only 20 to 21 percent reported that no one in their childhood family had served in the military. Most of these family members had served less than eight years and separated; 47 to 53 percent

Table 4.10 Military Experience in Childhood Family: Enlisted Personnel and Officers

Enlisted/Officer Status/ Family Military Experience	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
<u>Enlisted Personnel</u>									
A family member:									
Retired from military	18%	17%	18%	15%	18%	20%	17%	19%	17%
Currently serving	15	15	11	14	13	12	15	8	14
Served < 8 years & separated	40	43	50	43	48	47	43	53	43
No one served	27	25	21	28	21	21	25	20	25
<u>Officers</u>									
A family member:									
Retired from military	19	18	21	20	19	22	19	19	19
Currently serving	11	9	6	8	10	6	9	6	9
Served < 8 years & separated	50	51	52	54	49	46	51	53	51
No one served	20	22	20	18	23	26	21	22	21

Source: 1986 RC Member Survey, Supplementary Tabulations 4.15 and 4.16.

of enlisted personnel in the Naval, Air Force, and Coast Guard components reported this type of service.

Officers in the Marine Corps Reserve, Army National Guard, and Naval Reserve were less likely than those of other components to come from families where no one had served in the military; only 18 to 20 percent reported this. Air Force Reserve officers were most likely to come from families where no one had military experience (26 percent) and were least likely to report that a family member had served less than eight years and separated. These officers were also the most likely to report that someone in their family had enough military experience to have retired from a service (22 percent).

These results for both enlisted personnel and officers differed by pay grade. Table 4.20 shows these differences for enlisted personnel. In the Selected Reserve overall, enlisted personnel in pay grades E1-E4 were more likely to report no family member had ever served in the military (28 percent) than were those in pay grades E5-E9 (22 percent). Lower pay grade personnel were less likely than higher pay grade personnel to report that family members had served and separated (38 percent vs. 48 percent) and more likely to report family members were currently serving (17 percent vs. 12 percent). The percentages saying that a family member had retired from the military differed little by pay grade.

Table 4.20 Military Experience in Childhood Family by Pay Grade:  
Enlisted Personnel

Pay Grade/Family Military Experience	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
<u>E1-E4</u>									
A family member:									
Retired from military	16%	17%	16%	14%	18%	21%	17%	21%	17%
Currently serving	18	18	14	14	17	17	17	10	17
Served < 8 years & separated	36	37	47	40	42	42	38	53	38
No one served	30	27	23	31	21	20	28	16	28
<u>E5-E9</u>									
A family member:									
Retired from military	19	16	19	16	17	20	18	17	18
Currently serving	13	12	9	14	11	10	12	7	12
Served < 8 years & separated	45	49	52	49	51	48	48	54	48
No one served	23	22	20	21	21	21	22	22	22

Source: 1986 RC Member Survey, Supplementary Tabulations 4.15.

The individual components differed considerably in the proportions of members in pay grades E1-E4 whose family members had any military service. The proportions saying no family member had ever served ranged from 30 percent (for the Army National Guard) and 31 percent (for the Marine Corps Reserve) to 20-21 percent (for the Air Force components) and 16 percent (for the Coast Guard Reserve). The proportions reporting that family members had served and separated also differed substantially across components, ranging from 36-37 percent (for the two Army components) to 47 percent (for the Naval Reserve) and 53 percent (for the Coast Guard Reserve). Differences among components in the proportions of members in pay grades E1-E4 with parents or siblings currently serving or retired from the military are much smaller.

Members in pay grades E5-E9 differed much less across components than those in pay grades E1-E4. Very similar proportions reported that no one in their families had served and, hence, that someone had. Coast Guard Reserve officers were most likely of the individual components to say that a family member had served less than eight years and separated (54 percent) and least likely to say that one was currently serving (7 percent). The DoD components varied most in the proportion saying a family member had served and separated--from 45 percent in the Army National Guard to 52 percent in the Naval Reserve.

The opposite general pattern appeared for officers (Table 4.21). Among commissioned officers, those in the lower pay grade category (O1-O3) were more likely than those in the higher category (O4 or higher) to report that parents and/or siblings had served in the military. And there was less variation among individual components for the lower commissioned pay grades than for the higher. Fifteen percent of Selected Reserve officers in pay grades O1-O3 said that no one in their family had served in the military, compared to 29 percent of those in pay grades O4 or higher. Those in pay grades O1-O3 were somewhat more likely than those in pay grades O4 or higher to report family members with each of the three types of service asked about: 52 percent said a family member had served and separated (compared to 49 percent), 12 percent said a family member was currently serving (compared to 6 percent), and 21 percent said a family member had retired from the military (compared to 15 percent).

There was little difference among the individual components in the proportions of officers in pay grades O1-O3 reporting that no one in their family had served in the military and that a parent and/or sibling had separated from military service. There was somewhat more variation in the proportions saying that a family member was currently serving (from 6 percent in the Air Force Reserve to 14 percent in the Army National Guard). There was also some variation in the proportions saying that one had retired from the military (from 20 percent in the Army Reserve to 28 percent in the Air Force Reserve).

In contrast, there is considerable variation among the individual components in the proportions of officers in pay grades O4 or higher reporting that no one in their family had served in the military--from 22

Table 4.21 Military Experience in Childhood Family by Pay Grade: Officers

Pay Grade/Family Military Experience	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
<u>W1-W4</u>									
A family member:									
Retired from military	17%	14%	a	11%	-	-	16%	6%	16%
Currently serving	8	10	a	5	-	-	8	5	8
Served < 8 years & separated	54	50	a	81	-	-	53	49	53
No one served	20	26	a	24	-	-	23	41	23
<u>O1-O3</u>									
A family member:									
Retired from military	21	20	23	21	23	28	21	23	21
Currently serving	14	12	9	13	12	6	12	7	12
Served < 8 years & separated	50	53	55	53	53	50	52	55	52
No one served	15	15	13	13	13	16	15	15	15
<u>O4 or higher</u>									
A family member:									
Retired from military	15	14	20	22	15	14	16	18	16
Currently serving	8	5	5	5	8	6	6	5	6
Served < 8 years & separated	50	49	51	51	45	42	49	52	49
No one served	29	32	24	22	32	38	29	25	29

Source: 1986 RC Member Survey, Supplementary Tabulations 4.16.

<sup>a</sup>Too few cases for reliable estimates.

-Not applicable.



percent in the Marine Corps to 38 percent in the Air Force Reserve. Most of the differences among components appear to be accounted for by differences in the proportions reporting family members who had served less than eight years and separated (which range from 42 percent in the Air Force Reserve to just over half in the Naval Reserve, Marine Corps Reserve, and Coast Guard Reserve). One-fifth or more of the Naval Reserve officers and Marine Corps Reserve officers reported that family members had completed sufficient military service to have retired, compared to 14 percent in the Air Force Reserve and Army Reserve.

#### F. Summary

This chapter provided detailed information on the personal and family characteristics of part-time unit members of the Selected Reserve. The chapter also provided information on educational attainments and goals. Data were presented by pay grade, gender, age, and prior service category. Among the major findings are:

- The median age of enlisted personnel varied greatly by component. The Marine Corps Reserve was the youngest (23.1 years). The Army National Guard and Army Reserve were next youngest (28.3 and 28.5 years, respectively). The Coast Guard Reserve, with a median age of 35.9 years, was the oldest.
- The median age for officers varied less dramatically. The Marine Corps Reserve (35.4 years) was the youngest. The Air National Guard and Coast Guard Reserve (40.4 and 40.5 years, respectively) were the oldest.
- Ninety percent of enlisted personnel and over 88 percent of officers were men. The Air Force and Army Reserves had the largest percentages of women; the Marine Corps Reserve had the smallest.
- Nearly three-tenths of all enlisted personnel and one-tenth of all officers were members of racial/ethnic minority groups. A higher percentage of enlisted women (41 percent) than men (27 percent) were members of racial or ethnic minority groups. Among officers, 21 percent of the women and 9 percent of the men were minority group members.
- Over 90 percent of enlisted personnel had at least a high school education. Among all officers, 96 percent had completed at least one year of college.
- About 25 percent of both enlisted personnel and officers were continuing their education at the time of the survey.
- Officers were more likely to be married and have dependents than enlisted personnel. Approximately 44 percent of the enlisted personnel and over 64 percent of officers had a spouse and dependents.

#### ENDNOTES

<sup>1</sup>Data on the gender composition are in Table 4.3 of Description of Officers and Enlisted Personnel in the U.S. Armed Forces: 1985. A Report Based on the 1985 DoD Survey of Officer and Enlisted Personnel. Prepared for the Office of the Assistant Secretary of Defense by the Research Triangle Institute, Research Triangle Park, NC, 1986. This report is referred to here as the 1985 DoD Member Survey.

<sup>2</sup>See the Supplementary Tabulations for the 1985 DoD Member Survey, Tables 4.7 and 4.8 for these data on the active force.

<sup>3</sup>See the Supplementary Tabulations for the 1985 DoD Member Survey, Table 4.9

<sup>4</sup>Op. Cit., Table 4.10.

<sup>5</sup>Data presented on page 51 of the 1985 DoD Member Survey report.

<sup>6</sup>More detailed information about the immediate families of part-time unit members can be found in the companion report in this series: Description of Spouses of Officers and Enlisted Personnel in the U.S. Selected Reserve: 1986. A Report Based on the 1986 Reserve Components Surveys.

## 5. PARTICIPATION IN AND PERSPECTIVE ON MILITARY ACTIVITIES

### A. Introduction

Part-time members of National Guard and Reserve units may participate in a number of different unit activities throughout the course of their military service. Participation in and the satisfaction with unit activities can potentially affect morale and commitment and, ultimately, the preparedness and capability of these units. In this chapter we identify the activities and participation rates for those who were part-time National Guard and Reserve members in units at the time of the survey. We also outline the relative satisfaction levels with various aspects of these unit activities, ranging from quality of training to opportunities to use military skills. This chapter also deals with the members' perceptions of unit training problems.

### B. Time In Current Unit

Unlike the active military personnel, National Guard and Reserve component part-time unit members join specific units and can often change units when, for instance, they move due to a civilian job change. Most analysts and military leaders agree that the cohesiveness of a unit and, therefore, its capability and preparedness are partly a function of the length of time that the unit members have been together. For these reasons, we begin this chapter by examining the length of time that these part-time unit members reported being in their current units. Because the length of current unit service is clearly related to the total time the member has been in the Guard/Reserves, the tables and analysis that follow examine length of time in the current unit by current year of Guard/Reserve service.<sup>1</sup>

We first examine the average number of years served in the current unit, as calculated from the responses to the survey questions (Table 5.1). The data must be treated carefully because the components differ quite widely in total length of service in the Guard/Reserve (see section 3.B.4 above). The data do, however, reveal some interesting patterns. First, enlisted personnel appear to have served longer in their current units (average 4.9 years) than have officers (average, 4.6 years). Second, there are substantial differences across the seven components in the length of service in the current unit. The two Air Force reserve components have the longest lengths of service. This is especially true for officers (many of whom are pilots). The Coast Guard Reserve length of service is low for officers but high for enlisted personnel. The National Guard components tend to have longer service in the current unit than do the other reserve components. The Naval Reserve length of service in current unit is low for both enlisted personnel and officers.

Further conclusions on this subject can be drawn from examination of the data in the following two tables which present the distributions of time in the current unit when controlled for the year of Guard/Reserve service (YOS) members were currently serving.

Table 5.1 Average Number of Years in Current Unit

Enlisted/ Officer Status	Reserve Component							Total Selected Reserve	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD	USOGR	
Enlisted	5.4	4.7	3.6	3.2	5.8	4.9	4.9	5.6	4.9
Officer	4.4	4.7	3.2	4.3	7.9	5.6	4.6	3.3	4.6

Source: Calculated from grouped survey responses, 1986 RC Member Survey, DMDC Tabulations, 1987.

Several findings in Tables 5.2 and 5.3 are quite interesting. Data for these two tables are summarized and presented more simply in Table 5.4. Table 5.4 presents only the percentages of enlisted personnel and officers in each YOS group who indicated they had served virtually their entire careers in the same unit. Thus, the first section of the table shows the percentage of personnel at YOS 4-6 who had served in their current unit for 4-6 years.

The first finding evident for this table is that in almost every case a higher percentage of enlisted personnel than officers had served virtually the whole term of service in the current unit. The exceptions to this are the Air National Guard (in all three YOS groups examined) and the Air Force Reserve (for YOS 11-20 only). In some cases, enlisted personnel were twice as likely as officers to have served in only one unit--this is especially true in the Army National Guard and the Coast Guard Reserve.

The second finding that emerges is the stability of membership through long careers in the reserve components. Half of the enlisted personnel in the Army National Guard in YOS group 4-6 had served in their current units for their entire careers. In the 7-10 YOS group, 43 percent had served that long in their current Army National Guard units and, even at 11-20 YOS, fully 47 percent had served in their current units for at least 10 years. The repetition of the same pattern in other components indicates remarkable stability in Guard/Reserve unit membership.

Even with this stability, there is considerable variation across the seven reserve components. Over half of Army National Guard officers had served in their current units for their whole careers, compared to much smaller proportions of Naval Reserve and Coast Guard Reserve officers. In the Naval Reserve, only 6 percent of the officers with 11-20 YOS had served in their current units for 10 years or more; the comparable Coast Guard Reserve figure was slightly higher, 8 percent.

Table 5.2 Years in Current Unit by Year of Guard/Reserve Service:  
Enlisted Personnel

Guard/Reserve YOS/Years Current Unit	Reserve Component							Total Selected Reserve	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD USOGR		
Guard/Reserve YOS = 1-3									
1 or less	45%	56%	65%	61%	59%	66%	54%	52%	54%
2-3	54	43	35	38	41	34	45	46	45
Guard/Reserve YOS = 4-6									
1 or less	9	11	18	7	9	10	10	13	10
2-3	41	48	56	55	43	49	46	48	46
4-6	50	42	26	38	47	41	44	38	44
Guard/Reserve YOS = 7-10									
1 or less	8	9	16	6	9	9	9	9	9
2-3	10	14	30	12	11	15	14	19	14
4-6	39	40	35	51	39	34	38	41	38
7-10	43	37	19	31	41	43	39	31	38
Guard/Reserve YOS = 11-20									
1 or less	5	8	16	6	4	7	7	7	7
2-3	8	12	23	11	7	11	11	13	11
4-6	13	16	18	9	15	17	15	15	15
7-10	27	26	23	30	27	30	27	30	27
More than 10	47	38	19	44	48	35	41	35	40
Guard/Reserve YOS = Total									
1 or less	16	23	33	31	19	23	21	18	21
2-3	29	32	35	40	24	28	31	29	31
4-6	27	23	17	20	24	22	24	23	24
7-10	15	13	10	5	16	16	14	16	14
More than 10	13	10	6	4	17	11	11	15	11

Source: 1986 RC Member Survey, Supplementary Tabulations 5.1.

Note: The totals for each component include those with more than 20 years of service.

Table 5.3 Years in Current Unit by Year of Guard/Reserve Service:  
Officers

Guard/Reserve YOS/Years Current Unit	Reserve Component							Total Selected Reserve	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD USCGR		
Guard/Reserve YOS = 1-3									
1 or less	69%	48%	54%	57%	58%	62%	56%	68%	56%
2-3	28	51	44	43	41	38	43	32	42
Guard/Reserve YOS = 4-6									
1 or less	27	16	22	23	11	13	20	31	20
2-3	46	47	62	42	35	53	49	48	49
4-6	26	37	16	33	54	34	31	21	31
Guard/Reserve YOS = 7-10									
1 or less	29	20	24	25	4	12	22	37	22
2-3	29	29	35	29	10	14	28	35	28
4-6	27	30	29	25	30	34	29	16	29
7-10	15	21	11	21	56	40	22	12	22
Guard/Reserve YOS = 11-20									
1 or less	22	17	28	16	5	8	19	39	19
2-3	27	28	37	30	9	13	27	36	27
4-6	19	20	19	20	11	18	19	11	19
7-10	17	18	11	16	22	22	17	6	17
More than 10	14	18	6	19	53	40	20	8	19
Guard/Reserve YOS = Total									
1 or less	26	20	30	27	10	20	23	39	23
2-3	31	33	43	34	16	26	33	36	33
4-6	21	24	18	19	22	21	21	13	21
7-10	13	13	7	12	23	18	13	6	13
More than 10	9	10	3	9	29	15	10	7	10

Source: 1986 RC Member Survey, Supplementary Tabulations, 5.2.

Note: The totals for each component include those with more than 20 years of service.

Table 5.4 Personnel with All National Guard/Reserve Service in Current Unit

Guard/ Reserve YOS	Reserve Component							Total	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USOGR	Total Selected Reserve
Guard/Reserve YOS = 4-6									
Enlisted	50%	42%	26%	38%	47%	41%	44%	38%	44%
Officers	26	37	16	33	54	34	31	21	31
Guard/Reserve YOS = 7-10									
Enlisted	43	37	19	31	41	43	39	31	38
Officers	15	21	11	21	56	40	22	12	22
Guard/Reserve YOS = 11-20									
Enlisted	47	38	19	44	48	35	41	35	40
Officers	14	18	6	19	53	40	20	8	19

Source: Data extracted from tables 5.2 and 5.3, this volume.

### C. Training for Primary Military Occupation

Reservists are assigned to and trained for specific military occupations required by their units and, in order to fully participate in unit training, members of the Guard/Reserve must be sufficiently trained to perform their primary military occupation. In later sections of this chapter we will examine the extent to which reservists use their military skills and their satisfaction with the opportunities to use these skills. First, however, we will explore the sources and types of training for primary military occupations reported by enlisted personnel and officers.

Formal service schools, military correspondence courses, civilian schools, and various forms of on-the-job training provide reservists with training for their primary occupation. Table 5.5 contains information on sources of primary military occupation training for enlisted personnel. The percentages shown represent the percentage of enlisted personnel in that occupation and reserve component who reported receiving some of their primary military occupation training for that training source.

Table 5.5 Training for Primary Military Occupation by Military  
Occupation: Enlisted Personnel

Training Source/ Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
In a Formal Service School							
Combat Arms	33%	47%	28%	73%	70%	79%	40%
Maintenance and Repair	47	59	65	78	54	67	56
Comm, Intell, Other Tech	49	63	76	89	49	52	57
Health Care Specialists	72	66	80	--	63	61	69
Functional Support & Admin.	44	61	38	73	43	36	49
Craftsmen	33	41	41	77	36	34	38
Service & Supply Handlers	41	53	38	56	39	36	45
Non-Occupational	39	54	15	41	33	33	35
Correspondence Course							
Combat Arms	17	22	40	16	52	42	20
Maintenance and Repair	20	20	35	13	55	50	30
Comm, Intell, Other Tech	19	19	36	9	58	45	25
Health Care Specialists	14	12	20	--	50	42	19
Functional Support & Admin.	28	26	54	16	57	52	36
Craftsmen	15	17	37	14	60	52	31
Service & Supply Handlers	21	21	34	8	54	41	24
Non-Occupational	13	9	48	9	51	23	23
OJT, Active Service							
Combat Arms	21	21	62	15	21	20	22
Maintenance and Repair	18	21	48	23	21	27	25
Comm, Intell, Other Tech	14	15	41	10	15	21	18
Health Care Specialists	15	23	22	--	32	37	23
Functional Support & Admin.	15	14	38	17	17	18	18
Craftsmen	16	19	31	12	16	19	21
Service & Supply Handlers	18	23	45	29	27	32	22
Non-Occupational	13	23	20	13	23	7	17



Table 5.5 (Continued)

Training Source/ Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
OJT, Guard/Reserve Unit							
Combat Arms	61%	58%	41%	37%	61%	66%	59%
Maintenance and Repair	54	42	39	37	71	63	53
Comm, Intell, Other Tech	49	39	37	27	68	61	47
Health Care Specialists	31	24	24	--	53	58	31
Functional Support & Admin.	56	43	50	39	69	71	54
Craftsmen	55	49	33	41	65	59	50
Service & Supply Handlers	55	46	35	33	67	64	51
Non-Occupational	54	36	48	62	64	51	50
In a Formal Civilian School							
Combat Arms	2	2	1	1	6	4	2
Maintenance and Repair	6	8	13	6	8	7	8
Comm, Intell, Other Tech	7	7	9	1	14	15	8
Health Care Specialists	14	17	20	--	15	17	17
Functional Support & Admin.	5	5	14	2	4	3	5
Craftsmen	8	6	19	10	11	8	11
Service & Supply Handlers	3	4	14	2	4	5	4
Non-Occupational	7	8	7	3	17	7	7
OJT, Civilian Job							
Combat Arms	6	6	8	4	12	10	6
Maintenance and Repair	15	13	23	10	13	10	15
Comm, Intell, Other Tech	8	8	9	3	19	21	9
Health Care Specialists	9	8	14	--	17	17	11
Functional Support & Admin.	12	11	29	6	11	10	13
Craftsmen	22	19	54	16	31	23	31
Service & Supply Handlers	14	12	26	9	15	11	14
Non-Occupational	9	7	14	6	18	13	10
Total Selected Reserve							
In a Formal Service School	41	56	50	68	49	51	49
Correspondence Course	19	21	39	12	56	48	27
OJT, Active Service	18	19	38	18	20	24	21
OJT, Guard/Reserve Unit	55	44	40	39	68	65	52
In a Formal Civilian School	5	6	13	3	8	6	6
OJT, Civilian Job	10	10	24	7	15	12	12

Source: 1986 RC Member Survey, Supplementary Tabulations, 5.3.

(Multiple responses were possible, so table data add to more than 100 percent.) For this analysis, service-specific military occupational specialties were converted into a computer classification system used by DoD.<sup>2</sup> Conversion tables were not available for Coast Guard Reserve occupations; therefore, Coast Guard personnel are excluded from the analyses.

The DoD occupational categories for enlisted personnel shown in these tables are different from those shown for officers. The categories have been established to reflect the differences in occupational assignments and duties between the two major groups of personnel.

Forty percent of combat arms personnel reported training in formal service schools, but the Marine Corps Reserve and the two Air Force reserve components reported over 70 percent in this category. The Army National Guard was lower at 33 percent. OJT in the Guard/Reserve unit was an important source of training in all enlisted occupations except health care. Over 59 percent of all combat arms enlisted personnel, for example, were trained in this manner. The proportions for this occupation ranged from 37 percent in the Marine Corps Reserve to 66 percent in the Air Force Reserve.

On-the-job training in civilian jobs was an important source of training for enlisted personnel who were craftsmen (31 percent) or electrical/mechanical repairmen (15 percent) but not for those who were in communications (9 percent).

In Table 5.6, the percentages of officers reporting sources of training are presented by the military occupations of the officers. Over half of all officers in every occupation except health care received training in a formal service school. Over 78 percent of tactical operations officers and 72 percent of intelligence officers were trained in formal service schools. Some military occupations show differences by reserve component; over 93 percent of the Air Force Reserve intelligence officers attended formal service schools, while only 63 percent of the Naval Reserve officers did. Sixty-three percent of all supply and procurement officers trained at formal service schools, but only 45 percent of these officers in the Air Force Reserve trained at formal service schools.

Civilian on-the-job training (OJT) and formal civilian schools are alternative training methods for officers. It appears that civilian OJT was not a major source of officer training for primary military occupations. The officers that most frequently reported training in formal civilian schools were health professionals (86 percent) and scientists and other professionals (57 percent). Examination by component reveals that over 94 percent of Naval Reserve health professional officers received some of their training in this way compared to only 75 percent of the Air National Guard. The Marine Corps Reserve has no health professional officers. Their health professionals come from the Navy.

The most outstanding point to be made about other types of officer training concerns the contrast between health professional training and training for other occupations. For example, the percentage of health

Table 5.6 Training for Primary Military Occupation by  
Military Occupation: Officers

Training Source/ Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
In a Formal Service School							
Administration <sup>a</sup>	61%	55%	56%	61%	42%	53%	55%
Tactical Operation	81	72	67	84	85	83	78
Intelligence	66	82	63	72	68	93	72
Engineering and Maintenance	64	62	56	69	61	48	60
Science and Professionals	52	53	53	71	52	48	53
Health Professionalst	11	12	11	--	31	31	15
Supply, Procurement, & Allied	55	64	77	70	52	45	63
Non-Occupational	66	73	0	55	81	54	68
Correspondence Course							
Administration <sup>a</sup>	51	47	26	22	30	21	40
Tactical Operations	31	40	15	14	4	2	26
Intelligence	41	34	39	57	39	62	38
Engineering and Maintenance	57	43	26	34	25	15	40
Science and Professionals	62	42	21	35	24	18	37
Health Professionals	9	5	5	--	3	4	5
Supply, Procurement, & Allied	60	51	32	19	33	23	44
Non-Occupational	15	11	0	31	0	0	14
OJT, Active Service							
Administration <sup>a</sup>	8	12	44	27	16	29	20
Tactical Operations	8	12	41	26	12	16	14
Intelligence	12	11	41	29	4	38	24
Engineering and Maintenance	10	17	47	24	22	22	24
Science and Professionals	5	4	52	41	18	13	21
Health Professionals	2	6	12	--	4	4	6
Supply, Procurement, & Allied	8	14	45	22	17	17	21
Non-Occupational	8	7	0	17	29	0	9
OJT, Guard/Reserve Unit							
Administration <sup>a</sup>	44%	40%	54%	48%	62%	60%	48%
Tactical Operations	33	40	38	33	26	24	34
Intelligence	37	40	78	53	59	49	57
Engineering and Maintenance	45	39	44	53	48	34	43
Science and Professionals	42	26	43	51	28	27	35
Health Professionals	9	7	7	--	16	20	9
Supply, Procurement, & Allied	55	49	55	38	74	67	54
Non-Occupational	24	35	0	63	10	46	32

Table 5.6 (Continued)

Training Source/ Military Occupation	Reserve Component						Total DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
In a Formal Civilian School							
Administration <sup>a</sup>	24%	21%	24%	19%	20%	23%	22%
Tactical Operations	5	8	6	2	2	3	6
Intelligence	10	8	10	8	0	15	9
Engineering and Maintenance	16	19	22	13	33	38	21
Science and Professionals	69	67	37	72	55	67	57
Health Professionals	87	88	94	--	75	76	86
Supply, Procurement, & Allied	8	11	13	2	12	6	10
Non-Occupational	18	7	0	3	0	46	11
OJT, Civilian Job							
Administration <sup>a</sup>	23	16	20	15	22	25	19
Tactical Operations	5	8	7	2	2	2	6
Intelligence	14	13	19	20	0	15	15
Engineering and Maintenance	18	15	18	19	11	15	17
Science and Professionals	27	14	23	32	13	22	20
Health Professionals	10	14	9	--	7	8	11
Supply, Procurement, & Allied	8	13	17	6	6	4	11
Non-Occupational	0	3	0	3	0	46	2
Total Selected Reserve							
In a Formal Service School	68	53	55	74	64	59	60
Correspondence Course	38	33	22	21	15	8	29
OJT, Active Service	8	10	41	25	14	14	16
OJT, Guard/Reserve Unit	36	32	44	42	38	30	36
In a Formal Civilian School	18	33	28	7	20	31	26
OJT, Civilian Job	10	12	16	7	8	8	11

Source: 1986 RC Member Survey, Supplementary Tabulations, 5.4.

<sup>a</sup>includes all general and flag officers.

professional officers who reported Active Service OJT was 6 percent; those reporting Guard/Reserve Unit OJT was 9 percent, and those reporting correspondence course(s) was 5 percent. All of the other primary military occupations were considerably higher in all of these categories.

Some interesting contrasts can be made between Guard/Reserve officer training and enlisted training. Enlisted personnel were much less likely to report training in a civilian school--only 6 percent compared to 26 percent of the officers. Only 15 percent of health professional officers were trained in a formal service school, but 69 percent of enlisted health care specialists were trained this way, reflecting the different professional requirements for each group.

#### D. Guard/Reserve Participation In 1985

With this background of unit service and training mode established, we can now turn to the question of the types of activities in which part-time unit members participated in 1985. Respondents were asked to indicate whether or not they participated in any of four categories of activities in 1985.

Table 5.7 displays the percentages of enlisted personnel in each of the seven components who reported that they engaged in each of these four activities in 1985.

By far, the largest percentages of enlisted personnel participated in annual training. In total, over 86 percent reported participating in this activity. The Marine Corps Reserve had the lowest percentage participating (76 percent), while the two Air Force components had the highest percentages participating (89 percent each).

A substantial percentage of enlisted personnel reported working on Guard/Reserve matters either at home or on their civilian jobs. The Coast Guard Reserve had the largest percentage of enlisted personnel (24 percent) reporting this outside work. Among the DoD components, the Army Reserve and the Naval Reserve were the most likely to report working on military activities outside military time (23 percent).

Small portions of enlisted personnel spent some time on active duty (other than for initial training). Reports of the analysis showed that the two components with the highest reported participation were the Air Force Reserve (18 percent) and the Air National Guard (17 percent). The Naval Reserve had the lowest rate at 8 percent.

Examination of the responses indicating participation in initial or extended active duty for training showed that the Marine Corps Reserve had the highest participation at 17 percent, followed closely by the Army Reserve, Air Force Reserve, and Air National Guard. The Naval Reserve and the Coast Guard Reserve reported the smallest percentages participating in training on active duty, 6 percent and 9 percent respectively. New entrants in the Marine Corps Reserve who were not present during the annual training period partly explain the lower annual training rate for this component.

Table 5.7 Participation in Selected Guard/Reserve Activities in 1985:  
Enlisted Personnel

Type of Participation	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
Annual training	87%	85%	83%	76%	89%	89%	86%	86%	86%
Guard/Reserve work at home or on my civilian job	21	23	23	18	18	17	21	24	21
Active duty	9	11	8	11	17	18	11	13	11
Initial or extended active duty for training	13	16	6	17	15	16	13	9	13

Source: 1986 RC Member Survey, DMDC Tabulations, 1987.

Participation rates in these four activities by part-time officers in units of the Guard/Reserve were similar to those reported by the enlisted members in some cases. In other cases, the participation percentages reported were quite different. Table 5.8 displays the data for the officers.

Officers differed from enlisted personnel in the first category, annual training. On the average, over 95 percent of the officers and 86 percent of the enlisted personnel took part in annual training. The reason for the lower rates for the enlisted members appears to be that a higher proportion of enlisted personnel had entered in the past year. These new entrants might not have been in the unit when it went for its annual training. There was no significant difference by component for the part-time officers.

A large proportion of officers also reported spending time working on Guard/Reserve items at home or on their civilian jobs. Sixty-seven percent of Coast Guard Reserve officers spent some of their nonmilitary time on military activities. By comparison, only 31 percent of the officers in the Air Force Reserve reported working at home or on the job. The percentages for the remaining components were between 34 percent and 50 percent.

Table 5.8 Participation in Selected Guard/Reserve Activities  
in 1985: Officers

Type of Participation	Reserve Component							Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR				
Annual training	95%	95%	94%	94%	93%	94%	95%	92%	95%	
Guard/Reserve work at home or on my civilian job	50	45	45	34	37	31	45	67	45	
Active duty	18	15	5	24	41	44	19	12	18	
Initial or extended active duty for training	25	19	4	12	20	18	18	5	17	

Source: 1986 RC Member Survey, DMDC Tabulations, 1987.

Results of the analysis of the percentage of officer personnel who spent time on active duty parallel those of the enlisted personnel. While only five percent of the Naval Reserve officers reported being on active duty at some point in 1985, over 44 percent of the Air Force Reserve officers and 41 percent of the Air National Guard officers reported time spent on active duty. Almost 24 percent of Marine Corps officers and 18 percent of the Army National Guard officers reported that they had served on active duty in 1985. There is some question about the accuracy of these responses, however. Those members reporting active-duty service may actually have been in joint exercises with active component units.

Significant percentages of officers in the Air Force and Army components reported serving on active duty for training. Over 25 percent of Army National Guard officers fell into this category, as did 20 percent of Air National Guard officers. Nineteen percent of the Army Reserve and 18 percent of the Air Force Reserve also were on active duty for training. The two lowest participating groups were the Naval Reserve at four percent and the Coast Guard Reserve at five percent. The large influx of new entrants into the reserves who spend their initial service on active-duty training may explain these high rates of active-duty training. Examination of additional data (not reported here) that displays these participation rates by pay grade confirms this hypothesis.<sup>3</sup>

#### E. Annual Training Time in 1985

Reservists can attend annual training in several different ways. The most common method is to go for a two-week period, accomplishing the training all at once. Other options available include a few days several times a year or a week or more at a time. Table 5.9 displays data on the manner in which part-time enlisted personnel attended annual training while Table 5.10 shows the same information for officers.

Generally, part-time reservists attended annual training "all at once." Over 74 percent of part-time enlisted reservists attended this way. The Air Force components were lowest in this category. Fifty-five percent of the Air National Guard and 66 percent of the Air Force Reserve enlisted personnel reported this option. The largest group was the Naval Reserve where 78 percent attended at one time.

The Air Force components had the largest percentages in the other two options (a week or more at a time and a few days at a time, several times a year) for attendance at annual training. One quarter of the Air National Guard and 16 percent of the Air Force Reserve enlisted personnel attended "a week or more at a time." Less than one percent of the part-time enlisted members of the Naval Reserve reported that they attended "several times a year."

The "did not attend" response percentages were quite high for the enlisted personnel. The highest rate was in the Marine Corps Reserve where over 22 percent reported that they did not attend annual training in 1985. The next largest group was the Naval Reserve with 17 percent not attending. Across all components, over 14 percent of enlisted reservists did not attend annual training. Almost all of those not attending were in the lowest grades and probably had not been in the unit long enough to attend.

Like the enlisted personnel, almost all officers except those in the Air Force components attended annual training "all at once." Eight-one percent of the officers in the Naval Reserve went all at once, while only 30 percent of the officers in the Air National Guard attended all at once. The Air Force Reserve was also low at 44 percent. Seventy-nine percent of the Army National Guard officers and 69 percent of Army Reserve officers were in this category. The Coast Guard Reserve had over 66 percent attending in one session, and the Marine Corps Reserve had 76 percent.

The Air Force components showed the highest percentages in the second and third options for attending. In fact, the Air National Guard appears to be fairly evenly split among the first three options. The Naval Reserve had the fewest officers participating "a few days, several times a year." These variations could be the result of the differing missions of the reserve components and the ability to accomplish effective training in certain time periods.



Table 5.9 Annual Training Timing in 1985: Enlisted Personnel

Attendance at Annual Training	Reserve Component							Total DoD	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANL	USAFR	USCGR		
All at once	77%	76%	78%	67%	55%	66%	74%	72%	74%
Week or more at a time	7	7	5	7	25	16	9	11	9
Several times a year	3	3	<1	4	10	8	4	4	4
Did not attend in 1985	13	14	17	22	11	11	14	13	14

Source: 1986 RC Member Survey, Supplementary Tabulations, 5.9

Table 5.10 Annual Training Timing in 1985: Officers

Attendance at Annual Training	Reserve Component							Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR				
All at once	79%	69%	81%	76%	30%	44%	69%	66%	69%	
Week or more at a time	11	13	13	16	33	22	15	19	15	
Several times a year	5	14	1	3	31	28	11	6	11	
Did not attend in 1985	4	5	5	6	6	6	5	8	5	

Source: 1986 RC Member Survey, Supplementary Tabulations, 5.10.

As noted in the earlier section, only 5 percent of part-time officers did not attend annual training. The Coast Guard Reserve had the largest percentage who reported not attending (8 percent), while the other components clustered around 5 percent.

#### F. Perceived Unit Training Problems

The resources devoted to improving unit preparedness in the reserve components are spent largely on training. One measure of the success of these programs and the preparedness of these reserve units is in the perceptions of the unit members of their unit training. Respondents were

asked to evaluate certain unit training problems, specifically a list of 15 questions about equipment/weapons, possible personnel shortages (both raw numbers and personnel quality), low attendance at drills and annual training, and lack of sufficient training manuals, facilities and supplies. The reservists rated each possible problem on a scale of 1 to 7, with 1 indicating that the problem was serious and a 7 meaning that there was no problem.

For the most part, both enlisted personnel and officers reported that the named items were not problems for their units (see Tables 5.11 and 5.12). Five items, however, were considered to be serious problems by a substantial number of the reservists. These five items can be categorized into two main areas: equipment and facilities problems and time problems. The five items comprising these two areas are listed below.

#### Equipment and facilities

- Lack of access to good training facilities and grounds
- Out-of-date equipment
- Lack of supplies

#### Time problems

- Not enough time to practice skills
- Not enough time to plan training objectives and get all administrative paperwork done

The areas mentioned above were analyzed by examining the percentage of respondents rating the problem as very serious or serious (a score of 1 or 2 on the scale). Generally, the positive responses for each item outweighed the negative ones, but on these specific items there were a substantial number of responses indicating problems. Table 5.13 contains a summary of the negative responses to the questions and can be referred to throughout the discussion of these data. The Supplementary Tabulations to this report have more detailed data on the responses to these items.

Neither enlisted personnel nor officers had any great concern about personnel problems. Respondents seemed to feel that there was no shortage of personnel by pay grade or in any particular skill. The reservists also felt satisfied with the attendance at annual training and at unit drills. Further data on these two areas of training are contained in the Supplementary Tabulations volume.

### 1. Equipment and Facilities

Out-of-date equipment. In general, the reserve officers considered out-of-date equipment to be a more serious problem than did enlisted personnel. However, Naval Reserve enlisted personnel felt most strongly that out-of-date equipment was a very serious problem; 29 percent of them thought that out-of-date equipment was a very serious problem for their unit compared to only 16 percent of the Naval Reserve

Table 5.11 Rating Issues as Not a Problem: Enlisted Personnel

Issue	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
Out-of-date equipment	43%	43%	33%	45%	53%	55%	43%	40%	43%
Poor condition of equipment	49	47	35	52	64	56	49	42	49
Grades E-1 - E-4 below strength	46	51	42	52	59	50	49	35	48
Grades E-5 - E-9 below strength	64	60	59	65	69	67	63	59	63
No resources to plan effective training	52	44	42	52	59	51	50	42	50
Low attendance at unit drills	59	57	73	62	80	73	63	69	64
Low attendance at annual training	69	65	75	66	79	78	70	73	70
Ineffective annual training	58	56	51	57	66	59	58	52	57
Shortage of personnel with occupational skill	53	48	46	54	69	62	53	46	53
Low quality of personnel in low grades	51	48	51	52	69	59	52	59	53
Not enough drill time to practice skills	56	49	55	60	56	51	54	48	54
Lack time for planning/ administrative work	44	34	35	44	46	38	40	35	40
Lack access to good facilities/grounds	47	37	30	47	57	52	44	36	44
Lack good instruction manuals/materials	58	49	43	56	68	64	55	44	55
Lack supplies	56	46	38	57	67	66	53	27	53

Source: 1986 RC Member Survey, Supplementary Tabulations, 5.13, a-o.

Table 5.12 Rating Issues as Not a Problem: Officers

Issue	Reserve Component							Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD	
Out-of-date equipment	35%	39%	52%	49%	42%	49%	41%	41%
Poor condition of equipment	48	46	56	57	66	50	51	50
Grades E-1 - E-4 below strength	46	48	54	38	51	45	49	48
Grades E-5 - E-9 below strength	68	55	48	58	60	54	58	58
No resources to plan effective training	52	41	52	60	61	54	49	49
Low attendance at unit drills	71	68	84	71	82	79	74	74
Low attendance at annual training	75	72	86	81	82	85	78	78
Ineffective annual training	65	61	67	74	69	67	65	64
Shortage of personnel with occupational skill	51	41	46	39	62	58	48	47
Low quality of personnel in low grades	56	51	66	67	71	63	58	58
Not enough drill time to practice skills	37	35	56	35	49	58	42	42
Lack time for planning/administrative work	23	19	20	20	32	33	22	22
Lack access to good facilities/grounds	39	34	41	40	52	57	40	40
Lack good instruction manuals/materials	60	50	47	59	65	65	55	54
Lack supplies	44	39	56	54	64	66	48	48

Source: 1986 RC Member Survey, Supplementary Tabulations, 5.14 a-o.

Table 5.13 Perceived Unit Training Problems--Percentage Responding Serious Problem

Perceived Problem/ Enlisted/Officer Status	Reserve Component							Total Selected	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD	USCGR	Reserve
Out-of-Date Equipment									
Enlisted	20%	19%	29%	17%	11%	9%	19%	19%	19%
Officers	23	19	16	18	18	14	19	24	19
Lack of Access to Good Training Facilities and Grounds									
Enlisted	21	28	38	20	14	17	24	26	24
Officers	24	26	25	22	12	13	23	32	23
Lack of Supplies									
Enlisted	16	20	26	12	8	7	17	34	17
Officers	18	21	14	12	7	4	16	38	16
Not Enough Time to Practice Skills									
Enlisted	15	19	14	12	13	16	15	17	15
Officers	21	23	11	22	16	15	19	27	19
Not Enough Time to Plan Training Objectives and Get All Administrative Paper-Work Done									
Enlisted	18	29	26	17	16	24	22	21	22
Officers	33	46	47	42	29	37	40	52	40

Source: 1986 RC Member Survey, Supplementary Tabulations, 5.13 and 5.14.

officers, 52 percent of whom felt that it was not a problem (Table 5.12). The Air Force Reserve components had the lowest percentages saying out-of-date equipment was a problem and the highest percentages indicating it was not a problem. Eighteen percent of Air National Guard officers and 11 percent of the enlisted personnel said that equipment being out-of-date was a very serious or serious problem. Forty-one percent of the officers and 43 percent of the enlisted personnel in this component responded that it was not a problem. In the Air Force Reserve, 49 percent of the officers and 55 percent of the enlisted personnel marked out-of-date equipment as no problem, while only 14 percent of the officers and 9 percent of the enlisted personnel indicated that it was a serious problem.

More Army reserve component officers indicated that up-to-date equipment was a problem for their units than did officers in any other DoD component; 23 percent of the officers in the Army National Guard and 19 percent in the Army Reserve gave this response. Similarly, a smaller proportion of Army reserve component officers said equipment was not a problem.

Lack of Access to Good Training Facilities and Grounds. On this second measure of training problems, Naval Reserve enlisted personnel (38 percent) most often rated the absence of proper training facilities and grounds as a very serious problem. The Coast Guard Reserve also had a rather large percentage of both officers and enlisted personnel saying that this area could be considered a serious problem. Twenty-six percent of the enlisted Coast Guard Reserve personnel felt this way, along with 32 percent of their officers.

Analysis of the responses from the Air Force reserve components shows that both officers and enlisted personnel in these two components felt that access to good training facilities and grounds was not a serious problem for their units. About a quarter of Army Reserve personnel responded that facilities were a problem.

Lack of Supplies. Thirty-eight percent of the officers and 34 percent of the enlisted personnel in the Coast Guard Reserve listed lack of supplies as a serious problem in meeting unit training objectives. In the Naval Reserve, 26 percent of the enlisted personnel but only 14 percent of the officers reported that the lack of supplies was a serious problem. Only a few personnel in the Air Force Reserve and the Air National Guard rated this as a serious problem. More enlisted personnel and officers in the Army reserve components thought that supplies were a serious problem for their unit; a little over one-fifth of both in the Army Reserve and just under 20 percent of the Army National Guard personnel offered this response.

## 2. Time Problems

Not Enough Time to Practice Skills. This item appeared to cause more problems for officers in the Guard/Reserve than it did for the enlisted personnel. For example, while 27 percent of the Coast Guard

Reserve officers rated the lack of time to practice skills as a very serious problem, only 17 percent of the enlisted personnel in the Coast Guard Reserve said that this was a serious problem that interfered with accomplishing unit training objectives. Twenty-two percent of the Marine Corps Reserve officers felt this was a serious issue, but only 12 percent of the enlisted personnel felt the same way. However, only 11 percent of the Naval Reserve officers felt lack of time to practice skills was a serious problem for their units, compared to 14 percent of the Naval Reserve enlisted personnel. In the Army Reserve, over one-fifth of the officers offered this as a serious unit problem, as did slightly fewer enlisted personnel.

Not Enough Time to Plan Training Objectives and Get All Administrative Paperwork Done. An extremely large percentage of reserve officers felt this item caused a quite serious problem. Although the magnitude of the problem was not as great for the enlisted personnel, it was still substantial. Approximately half of the officers in the Coast Guard Reserve, Army Reserve, and the Naval Reserve indicated that paperwork presented a very serious problem, as did about one-third of the officers in the other components. In all cases, the percentage of officers who said it was a serious problem was greater than the percentage saying it was not a problem in meeting unit objectives. Coast Guard Reserve officers seemed to have the most severe problem.

#### G. Satisfaction with Unit Activities

The last section of this chapter deals with the level of satisfaction of Guard/Reserve personnel with different dimensions of reserve duty. Five questions were posed to the reservists which dealt with the satisfaction with training received during unit drills, the opportunity to use military occupation/rating/specialty skills in drills, the quality of equipment/weapons used in drills along with an assessment of the mechanical condition of the equipment or weapons and, finally, unit activities at annual training.

The scale used for the evaluation of these questions ranged from, in most cases, "very dissatisfied" to "very satisfied", with a 1 indicating dissatisfaction and a 7 representing satisfaction. The questions on the equipment used the same seven-point scale, but the end points for the quality of equipment/weapons were designated as 1 ("out-of-date") and 7 ("up-to-date"). For the mechanical condition of equipment question, the scale ranged from 1 ("poor") to 7 ("excellent").

##### 1. Satisfaction with Training Received During Unit Drills

Much of the important training received by members of reserve units takes place in unit drills. Satisfaction with this training is considered an important indicator of preparedness.

As seen in Table 5.14, the percentage of enlisted personnel who were very satisfied was greater than the percentage who were very dissatisfied. The Naval Reserve was an exception; 26 percent were very dissatis-

Table 5.14 Satisfaction with Training Received During Unit Drills

Satisfaction Level	Reserve Component							Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR				
Enlisted Personnel										
Very dissatisfied	14%	19%	26%	19%	12%	14%	17%	21%	17%	
Very satisfied	35	28	22	30	39	36	32	26	32	
Officers										
Very dissatisfied	9	13	15	7	7	8	11	14	11	
Very satisfied	36	30	34	46	45	42	35	28	35	

Source: 1986 RC Member Survey, Supplementary Tabulations, 5.15 and 5.16.

fied with their training, and 22 percent were very satisfied. The Air Force reserve components had the highest satisfaction percentages and the lowest dissatisfaction percentages. Only 14 percent of the enlisted personnel in the Army National Guard reported being very dissatisfied with their training, while more than twice as many were very satisfied.

Analysis of the officers' responses shows that the percentages who responded that they were very dissatisfied and very satisfied were more dispersed than were the enlisted personnel's responses. Most officers were very satisfied, and few were very dissatisfied with the training received during unit drills. The Marine Corps Reserve officers had the highest percentage (46 percent) indicating satisfaction, while the Coast Guard Reserve had the lowest percentage (28 percent). Naval Reserve officers had the largest dissatisfaction percentage (15 percent). Marine Corps Reserve and Air National Guard officers were the least dissatisfied. Relatively few officers in the Army National Guard were dissatisfied with unit training at drills, compared to over one-third who were very satisfied. The Army Reserve had nearly as large a percentage of officers dissatisfied (13 percent) as the Naval Reserve and a smaller percentage satisfied (30 vs. 34 percent).

## 2. Satisfaction with the Opportunity to Use Military Skills in Drills

Maintaining individual military skills is an important function of unit drills and, especially for more technologically demanding tasks,



the quality of skill training in these drills is an important contribution to unit capability. The results from the satisfaction ratings for this category are displayed in Table 5.15.

Enlisted personnel in the Naval Reserve were the most dissatisfied with their opportunities to use their military occupational skills in unit drills -- over 39 percent were very dissatisfied and only 21 percent were very satisfied. The Army Reserve ranked second in dissatisfaction (27 percent very dissatisfied and only slightly more very satisfied), followed closely by the Marine Corps Reserve. Enlisted members of Air Force components were the most satisfied with use of their skills in unit drills. Over 43 percent of the Air National Guard and 39 percent of the Air Force Reserve enlisted members expressed satisfaction.

The officer data show that except for the Coast Guard Reserve, many more officers were very satisfied with their opportunities to use military skills than were very dissatisfied. In the Coast Guard Reserve, 31 percent were very dissatisfied and only 20 percent were very satisfied. Officers in the Air Force reserve components were the most satisfied with this aspect of reserve training; 56 percent of the Air National Guard and 52 percent of the Air Force Reserve officers were very satisfied. About one-third of Army Reserve and Naval Reserve officers were very satisfied, as were about half of the Army National Guard and Marine Corps Reserve officers.

### 3. Opinion of Equipment/Weapons Used During Unit Drills

Substantial resources are being invested in upgrading the equipment available to the reserve components, and responses to this question measure the perceived need for these resources in the spring of 1986. Data gathered from responses to this question are displayed in Table 5.16. Responses ranged from "out-of-date" to "up-to-date." There were many fewer respondents at the negative end for this item than there were for the prior items.

About one-third of enlisted personnel in the Naval Reserve (31 percent) felt that their equipment was out-of-date. To put this into perspective, the percentage of Naval Reserve enlisted personnel expressing dissatisfaction was twice as high as that of enlisted personnel in any of the other reserve components. Only 25 percent of Naval Reserve enlisted personnel said that the equipment was up-to-date, while half of the Air National Guard and Air Force Reserve personnel responded that their equipment was "up-to-date." Only 31 percent of the Coast Guard Reserve enlisted personnel gave their equipment a positive rating with respect to currency.

Coast Guard Reserve officers were much less likely to say their equipment/weapons were up-to-date (23 percent) than any other component. About 40 percent of the officers in the Marine Corps Reserve, Air National Guard, and Air Force Reserve thought the unit's equipment and weapons were up-to-date. About one-fifth of the Naval Reserve and Coast

Table 5.15 Satisfaction with the Opportunity to Use Military Occupational Skills in Drills

Satisfaction Level	Reserve Component							Total DoD	Total USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR				
Enlisted Personnel										
Very dissatisfied	21%	27%	39%	26%	14%	17%	24%	25%	24%	
Very satisfied	38	31	21	31	43	39	35	30	34	
Officers										
Very dissatisfied	11	19	21	12	7	7	15	31	15	
Very satisfied	49	37	34	52	56	52	43	20	43	

Source: 1986 RC Member Survey, Supplementary Tabulations, 5.17 and 5.18.

Table 5.16 Rating of Currency of Equipment/Weapons

Equipment/Weapons Rating	Reserve Component							Total	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
Enlisted Personnel									
Out-of-date	14%	14%	31%	13%	10%	9%	15%	18%	15%
Up-to-date	43	41	25	45	51	49	42	31	42
Officers									
Out-of-date	15	16	19	13	18	12	16	19	16
Up-to-date	36	33	30	48	40	42	35	23	35

Source: 1986 RC Member Survey, Supplementary Tabulations, 5.19 and 5.20.

Guard Reserve officers responded that their equipment and weapons were "out-of-date".

#### 4. Opinion of Mechanical Condition of Weapons/Equipment

Equipment maintenance is a critical contributor to unit preparedness. The answers to this question cast some light on the maintenance support preparedness in the reserve components. The responses ranged from "poor" to "excellent". Most officers and enlisted personnel in the seven reserve components felt that the mechanical condition of equipment was excellent (Table 5.17).

Almost twice as many Naval Reserve enlisted personnel rated their equipment to be in "poor" condition as did enlisted personnel in any of the other components. One quarter of the Naval Reserve personnel expressed this view; the next highest component was the Coast Guard Reserve at 14 percent. At the other end of the scale, only 25 percent of the Naval Reserve enlisted personnel felt that their equipment was in "excellent" condition, compared to a positive rating of 56 percent for the enlisted members in the Air National Guard. Also, the Air Force components again registered the lowest negative response and the highest positive response.

Only five percent of the officers in the Air National Guard reported feeling that their equipment was in poor mechanical condition. Over 16 percent of Naval Reserve officers felt this way, along with 13 percent of Coast Guard Reserve officers. Over 50 percent of the officers in two components responded in the "excellent" range--the Air National Guard (63 percent) and the Marine Corps Reserve (54 percent). Coast Guard Reserve and Naval Reserve officers were the lowest in this category at 29 percent and 30 percent, respectively. Over 45 percent of Army National Guard officers thought their equipment maintenance was excellent.

#### 5. Satisfaction with Unit Activities at Annual Training

This final satisfaction item measures overall reactions to annual training, a critical event in the annual unit schedule. Enlisted personnel were more dissatisfied with annual training activities than the officers. As can be seen in Table 5.18, the percentages very dissatisfied ranged from a low of seven percent for the Air National Guard to a high of 13 percent for the Army Reserve. In all the reserve components except the Coast Guard Reserve over 50 percent of the enlisted personnel were very satisfied with annual training. Forty-six percent of the Coast Guard Reserve were very satisfied. The Air National Guard was the leader at 59 percent.

The officers expressed very little dissatisfaction with unit activities during annual training. The highest negative response was eight percent in both the Army National Guard and the Army Reserve. One interesting result shown here is the low level of dissatisfaction for the Coast Guard Reserve officers--four percent; these officers were among the most dissatisfied on the other questions. Over 50 percent of officers in

Table 5.17 Rating of Mechanical Condition of Equipment/Weapons

Equipment/Weapons Rating	Reserve Component							Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR		
Enlisted Personnel										
Poor	11%	12%	25%	9%	6%	7%	12%	14%	12%	
Excellent	44	41	25	47	56	49	42	32	42	
Officers										
Poor	8	11	16	9	5	11	10	13	10	
Excellent	47	37	30	54	63	41	41	29	41	

Source: 1986 RC Member Survey, Supplementary Tabulations 5.21 and 5.22.

Table 5.18 Satisfaction with Unit Activities at Annual Training

Satisfaction Level	Reserve Component							Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR				
Enlisted Personnel										
Very dissatisfied	12%	13%	11%	10%	7%	8%	11%	9%	11%	
Very satisfied	51	54	54	54	59	57	52	46	52	
Officers										
Very dissatisfied	8	8	5	7	4	5	7	4	7	
Very satisfied	58	58	65	70	63	60	60	53	60	

Source: 1986 RC Member Survey, Supplementary Tabulations 5.23 and 5.24.

all of the components responded that they were very satisfied with unit activities at annual training. For the most part, the annual training period was highly rated by both enlisted personnel and officers in all the components.

#### H. Summary

This chapter examined aspects of the military activities of part-time unit members. First, the length of time the military member had spent in the current unit and military occupational training were discussed. With this information as background, the types of activities the reservists engaged in and their satisfaction and interpretation of problems associated with their unit training and activities were presented. Some of the major points made in this chapter are:

- The average number of years in the current unit varied from a low of 3.2 years for Naval Reserve officers and Marine Corps Reserve enlisted members to a high of 7.9 years for Air National Guard officers.
- Eighty-six percent of enlisted personnel and over 95 percent of officers reported they participated in annual training in 1985.
- Most part-time reservists attended annual training in a single time segment, i.e., "all at once" -- 74 percent of enlisted personnel and 69 percent of officers. In the Air National Guard, however, only 30 percent of the officers reported completing their annual training in a single segment.
- In general, both enlisted personnel and officers reported that factors affecting unit training quality did not present serious problems. A substantial number of reservists indicated, however, that problems involving equipment and facilities and adequate time to plan and accomplish administrative work were serious.
- There was considerable variation by component in the satisfaction of members with specific aspects of unit training activities.
  - Naval Reserve enlisted members were least satisfied with training received during unit drills -- Marine Corps Reserve and Air National Guard officers were most satisfied.
  - Thirty-nine percent of enlisted Naval Reservists were very dissatisfied with military skill training received during unit drills. The percentages dissatisfied in the other components were considerably lower. Air National Guard officers were the most satisfied.

- Thirty-one percent of enlisted Naval Reservists rated the equipment and weapons used during unit drills as being out-of-date. At the other extreme, only 10 percent of Air National Guard enlisted members said equipment and weapons were out-of-date, and 51 percent said they were up-to-date. These two components also represented the extremes with respect to the mechanical condition of their equipment and weapons. Twenty-five percent of Naval Reservists rated it as poor, while the same percentage reported it as excellent. In the Air National Guard, only 6 percent said the mechanical condition of equipment and weapons was poor, and 56 percent said it was excellent.
- Satisfaction with unit activities during annual training was relatively similar among the components and was generally much higher than satisfaction with unit activities during drill.

#### ENDNOTES

<sup>1</sup>Current Guard/Reserve Year of Service (YOS) is the year of service the enlisted member is currently in. Those who have completed five years of military service, for example, are in their sixth year.

<sup>2</sup>For a complete discussion of the construction of occupational variables in the 1986 RC Surveys, see Appendix E in 1986 Reserve Components Survey: Selected Reserve Officer and Enlisted Personnel--User's Manual and Codebook.

<sup>3</sup>See the Supplementary Tabulations for the 1986 Reserve Components Surveys, Tables 5.7 and 5.8.

## 6. CIVILIAN EMPLOYMENT AND PERCEIVED EMPLOYER ATTITUDES

### A. Introduction

Most part-time members of the Selected Reserve hold full-time civilian jobs. Thus, the support of their employers is critical to their having the time required to drill and train and, hence, to the continued success of the Guard/Reserve. Civilian jobs are a source both of skills members bring to their Guard/Reserve duty and of competing demands on their time and energy.

We begin this chapter with a description of members' civilian jobs and employers. Next we examine the interface between Guard/Reserve duty and civilian employment, looking at data on how members got time off from their civilian jobs for Guard/Reserve participation and how they were paid. We continue by presenting data on member perceptions of the extent to which their absence for Guard/Reserve participation is a problem for their employers, and their perceptions of employer attitudes toward their Guard/Reserve participation. Finally, we present data on the degree of correspondence between reservists' civilian jobs and their primary military occupational specialties.

### B. Employment Status and Civilian Employment in 1985

This section describes the employment status, civilian jobs, and employer characteristics for members of the reserve components. We begin by examining the employment status of enlisted personnel and officers at the time of the 1986 RC Member Survey. Members were asked:

Are you currently:

- Working full-time as a Guard/Reserve technician
- Working full-time in a civilian job (not technician)
- Working part-time in a civilian job
- With a civilian job but not at work because of temporary illness, vacation, strike, etc.
- Self-employed in own business
- Unpaid worker (volunteer or in family business)
- Unemployed, laid off, looking for work
- In school
- Retired
- A homemaker
- Other.



Tables 6.1 and 6.2 present the current civilian employment status of part-time Guard/Reserve enlisted personnel and officers, showing the percentages with a

- Full-time job
- Part-time job
- Self-employed
- Unemployed
- Not in the labor force.

The great majority of part-time enlisted personnel were employed in the civilian labor force at the time of the survey (Table 6.1). About three-fourths had full-time civilian jobs, 10 percent had only part-time jobs, and three percent were self-employed. Slightly over one tenth of all part-time enlisted personnel were not employed. Seven percent were unemployed (or laid off) and looking for work; six percent were not in the labor force (in school, retired, a homemaker, or other).

For the most part, members of the individual reserve components did not differ greatly in employment status from the overall figures for the Selected Reserve. Only members of the Marine Corps Reserve and Coast Guard Reserve show substantial differences. Marine Corps Reserve enlisted personnel were less likely than those in other components to be employed full time (66 percent were), and more likely to be employed part time (16 percent) or to not be in the labor force (10 percent). (The reader may remember from Chapter 4 that Marine Corps Reserve enlisted personnel were younger, on the average, than members of other components and more likely to be in school--factors that may explain the difference in their employment status.) Enlisted members in the Coast Guard Reserve were more likely than those in other components to be employed full time (81 percent were) and less likely to be unemployed (2 percent). This reflects the fact that the Coast Guard reserve has older members (Table 4.1).

More than 90 percent of part-time officers in the Selected Reserve were employed in the civilian labor force--80 percent full time, six percent part time, and seven percent self-employed. Only two percent were unemployed and looking for work at the time of the survey; five percent were not in the labor force (Table 6.2). The employment status of those in the individual reserve components did not differ greatly from these figures for the Selected Reserve overall.

Members were asked specifically about the civilian job they had in 1985:

The next questions are about your civilian job in 1985. If you had more than one job, please answer these questions for the job where you worked the most hours per week for most of the year.

Table 6.1 Current Employment Status: Enlisted Personnel

Civilian Employment Status	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
Full-time job	72%	71%	78%	66%	77%	77%	73%	81%	73%
Part-time job	10	11	9	16	10	9	10	8	10
Self-employed	3	3	3	2	3	2	3	3	3
Unemployed	9	9	4	6	4	5	7	2	7
Not in labor force	6	7	5	10	6	8	6	6	6

Source: 1986 RC Member Survey, extrapolated from Supplementary Tabulations 6.1a and 6.1b.

Table 6.2 Current Employment Status: Officers

Civilian Employment Status	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
Full-time job	77%	81%	85%	84%	78%	84%	80%	86%	90%
Part-time job	7	6	4	5	5	7	6	3	6
Self-employed	7	6	7	6	10	5	7	7	7
Unemployed	2	2	1	1	1	2	2	1	2
Not in labor force	7	5	3	4	6	2	5	3	5

Source: 1986 RC Member Survey, extrapolated from Supplementary Tabulations, 6.2 and 6.3.

Write the name of your job in the box below. (Kind of work/job title)

What kind of organization did you work for in 1985? (For example, TV and radio manufacturing, retail shoe store, police department, etc. Federal workers: enter the Agency, Department or Government Branch for which you work.)

Write the kind of organization (business/industry) in the space below. Do not write the name of the company.

The responses to these questions were used to code members' occupations into detailed categories developed by the U.S. Bureau of the Census. The results for part-time enlisted personnel who reported 1985 occupations are summarized in very broad occupational categories in Table 6.3. Of those employed in 1985, seven percent were administrators or managers, and nine percent were in management-related occupations (such as accountants, personnel specialists, buyers, and inspectors) or were professionals (such as engineers, scientists, and health professionals). The proportion of Coast Guard Reserve enlisted personnel in these first two categories (26 percent) was greater and the proportions of Air National Guard (11 percent) and Marine Corps Reserve (12 percent) enlisted personnel were smaller than the average (7 percent).

Another 15 percent were clerks or health technicians or in administrative support occupations (e.g., computer operators, office machine operators). Air National Guard members (20 percent) and Air Force Reservists (24 percent) were somewhat more likely than those in other components to have such occupations. Seven percent were in sales, with little variation among components. Almost 10 percent were in protective services (firefighters and police) and postal services in all components except the Coast Guard Reserve, where fully 23 percent of part-time enlisted members were in such occupations. Eight percent overall were in other service occupations (e.g., cooks, waiters, barbers, ushers); the highest percentages of these members were found in the Army components and in the Marine Corps Reserve.

Almost 20 percent were mechanics, miners, or construction workers. Thirteen percent worked in production or related occupations; another six percent were vehicle operators or had jobs in transportation (rail and water transportation and material moving equipment). Finally, eight percent were laborers. There was little difference among the components in the proportions of mechanics, operators and laborers, except that the Coast Guard Reserve was somewhat less likely than others to have members with such occupations while the Army National Guard was somewhat more likely.

The categories for officers' civilian occupations in Table 6.4 are not the same as the categories in Table 6.3 because the percentages of officers and enlisted personnel employed in the various types of jobs differed markedly. Officers were more likely than enlisted personnel to be managers, technicians, and professionals (shown in more detail in this table) and less likely to be laborers; vehicle operators; construction, production, or service workers. Overall, 20 percent of officers were administrators and managers; Naval Reserve officers, Marine Corps Reserve officers and Coast Guard Reserve officers were somewhat more likely than those in other components to have occupations of this type.

Fifteen percent, overall, were in occupations generally classified as professional or scientific, 13 percent were specifically health professionals (physicians, dentists, registered nurses, etc.), and 12 percent

Table 6.3 Civilian Occupation: Enlisted Personnel

Civilian Occupation	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
Admin & Managerial	5%	7%	8%	6%	8%	8%	7%	11%	7%
Scientific/Prof/Academic & Other mgt	6	9	13	6	12	13	9	15	9
Admin Spt/Clerical & Health Tech	10	16	18	12	20	24	15	16	15
Sales	6	8	8	11	8	7	7	8	7
Protective service & postal	7	9	7	11	11	10	8	23	9
Food & Other Service	9	10	6	9	4	5	8	4	8
Mechanics/Mine/Construction	22	16	18	19	17	15	19	12	19
Production & Related	16	12	12	12	10	10	13	7	13
Vehicle Operators & Transportation	8	7	5	6	5	4	6	3	6
Other Laborers	10	7	5	9	4	4	8	2	8

Source: 1986 RC Member Survey, extrapolated from Supplementary Tabulations 6.3.

Table 6.4 Civilian Occupation: Officers

Civilian Occupation	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
Admin & Mgt	18%	18%	25%	23%	22%	16%	20%	24%	20%
Prof/Scientific	10	14	22	14	14	15	15	17	15
Health Professional	7	19	10	<1	11	23	13	1	13
Academic/Clergy & Law	11	15	12	11	10	8	12	14	12
Pilots & Navigators	3	1	6	7	14	22	5	1	5
Sales	10	8	7	11	9	4	8	7	8
Protective Service	7	5	1	7	1	<1	4	12	5
Other Mgt & Specialty	7	9	8	10	7	6	8	10	8
Admin Spt/Clerical & Health Tech	10	6	5	7	7	3	7	7	7
Other Serv & Laborers	16	6	4	11	5	3	8	6	8

Source: 1986 RC Member Survey, Supplementary Tabulations 6.4.

were educational professionals, clergy, lawyers, or judges. The Naval Reserve was more likely than the other components to have officers with general professional and scientific occupations (22 percent). The Army Reserve and Air Force Reserve had proportionally higher numbers of health professionals (19 and 23 percent, respectively) while the Army National Guard (7 percent) had fewer than other components.

Not surprisingly, notable proportions of Air National Guard (14 percent) and Air Force Reserve (22 percent) officers were commercial pilots and navigators. Between one and seven percent of the officers in the other components were also pilots and navigators. Small proportions of officers were in sales (8 percent overall), protective services (5 percent), and other management positions and specialties (8 percent). As we saw for enlisted personnel, the Coast Guard Reserve had a higher proportion of officers in protective service occupations (12 percent) than other components. There was little difference among components with respect to sales or other professional/managerial occupations.

Seven percent of all officers (including warrant officers) were clerical workers, health technicians, or in administrative support occupations; eight percent were laborers or other service workers. The Army National Guard was more likely than other components to have officers with occupations in these two categories (26 percent altogether), while the Air Force Reserve was least likely to have them (6 percent).

The size of an agency or company and whether it is in the public or private sector may make a difference in employer attitudes toward Guard/Reserve participation and the employers' support of Guard/Reserve participation. Table 6.5 shows that almost 30 percent of all part-time enlisted personnel reported working in the public sector. They were about evenly divided among Federal employees (10 percent), employees of a State government (8 percent), and employees of a local county or municipality (including public schools, 9 percent). Of the 62 percent of the enlisted personnel who worked for private firms, somewhat more worked for medium-sized or small firms (500 or fewer employees) than for large firms (35 percent vs. 27 percent). The remaining one-tenth were self-employed or worked in a family business.

Two components had disproportionate numbers of enlisted personnel employed in the public sector. Nearly 40 percent of Air Force reservists were public employees, with 24 percent working for the Federal government. Forty-five percent of Coast Guard Reservists were public employees, with 23 percent working for local government. In the Marine Corps Reserve, enlisted personnel were disproportionately employed in private firms, especially medium-sized or small ones (42 percent).

Table 6.6 shows employer types of part-time officers. Overall, officers were somewhat more likely than enlisted personnel to be public employees (35 percent of officers vs. 27 percent of enlisted personnel). Like enlisted personnel, officers who were public employees were nearly evenly distributed among the three levels of government. Officers were less likely to be employees of private firms (53 percent of officers vs.

Table 6.5 Type of Employer: Enlisted Personnel

Type of Employer	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
Federal government	7%	12%	12%	5%	13%	24%	10%	12%	10%
State government	9	8	6	6	10	6	8	10	8
Local government	8	8	8	7	10	9	8	23	9
Private firm --									
500+ employees	24	26	32	29	31	31	27	24	27
Private firm --									
≤500 employees	39	36	32	42	28	23	36	24	35
Self-employed/ family business	13	9	10	12	8	7	11	7	11

Source: 1986 RC Member Survey, Supplementary Tabulations 6.5.

Table 6.6 Type of Employer: Officers

Type of Employer	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
Federal government	11%	17%	14%	7%	12%	12%	14%	15%	14%
State government	14	12	7	6	9	5	11	9	11
Local government	13	11	6	12	8	5	10	22	10
Private firm --									
500+ employees	27	28	41	43	40	52	33	29	33
Private firm --									
≤500 employees	22	19	20	21	15	16	20	16	20
Self-employed/ family business	13	13	13	11	17	10	13	10	13

Source: 1986 RC Member Survey, Supplementary Tabulations 6.6.

62 percent of enlisted personnel), but officers who worked for private firms were disproportionately with large firms. One-third of all officers worked for private firms of more than 500 employees, while one-fifth worked for smaller firms. Again, about one-tenth were self-employed or worked in a family business.

The individual components all varied from this general pattern somewhat. Officers in the Army National Guard, Army Reserve, and Coast Guard Reserve worked disproportionately for government--about 40 percent of those in each Army component and 46 percent in the Coast Guard Reserve. Nearly one-fifth of Army Reserve officers worked for the Federal government; Army National Guard officers were more likely to work for State or local government. One-fifth of all the Coast Guard Reserve officers worked for local government. Officers in the other four components were relatively more likely to work for large private firms--about two-fifths of officers in the Naval Reserve, Marine Corps Reserve and Air National Guard, and about half of those in the Air Force Reserve. Officers in these components were less likely than those in other components to work in the public sector.

#### C. Time Off and Pay for Guard/Reserve Duty in 1985

All employers are required by law to give employees leave (not charged against their annual vacation period) for Guard/Reserve duty. Nearly all government employers continue full pay for 15 days during this military leave. The extent to which private sector employers provide pay during this leave is an important indicator of employer support for Guard/Reserve participation.

Some reservists use vacation time for Guard/Reserve duty because they are paid for this time and may not be paid by their employers when on military leave/leave of absence. Using vacation time or other days off from work for Guard/Reserve duty in lieu of military leave/leave of absence may be a hardship for members and their families, reducing members' participation in and satisfaction with the Guard/Reserve. In this section we present data on how employed members got time off for Guard/Reserve participation and how they were paid.

The data are from responses to two questions in the 1986 RC Member Survey:

Which of the following describes how you got time off from your civilian job to meet your Guard/Reserve obligations in 1985? Include Annual Training/ACDUTRA. [Mark all that apply.]

- Does not apply. I was self-employed
- I received military leave/leave of absence
- I used vacation days
- My Guard/Reserve obligations were on days on which I didn't work

Which of the following describes how you were paid for the time you took from your civilian job for Guard/Reserve obligations?  
[Mark all that apply.]

- I received full civilian pay as well as military pay
- I received partial civilian pay as well as military pay
- I received only military pay
- My Guard/Reserve obligations were on days on which I didn't work

The first panel in Table 6.7 shows that a substantial majority (63 percent) of all part-time enlisted personnel had military leave or leave of absence from their civilian employment to meet at least part of their Guard/Reserve obligations in 1985. About one-fifth used vacation days; 28 percent used days on which they did not work. The individual components differ little from this overall pattern.

The second panel in the table shows that 40 percent of enlisted personnel received at least partial civilian pay (as well as military pay) for the time taken to meet Guard/Reserve obligations. Half received only military pay, however. At least part of the civilian pay received was vacation pay for the one-fifth of enlisted personnel using vacation days. Another one-fifth reported using non-work days (receiving only military pay for those days).

The Army National Guard, the Army Reserve, and the Naval Reserve showed patterns very similar to that overall pattern. The other four components differed. Marine Corps Reserve enlisted personnel were much less likely than average to receive any civilian pay for their Guard/Reserve duty in 1985 (26 percent). Majorities in the Air National Guard, Air Force Reserve, and Coast Guard Reserve received at least partial civilian pay (ranging from 53 to 61 percent).

Comparable data for officers appear in Table 6.8. Officers, overall, were more likely than enlisted personnel to have been able to take military leave or a leave of absence; 75 percent of officers vs. 63 percent of enlisted personnel had leave. Officers were also more likely than enlisted personnel to have used vacation days (38 percent vs. 19 percent) and/or days they were not working (33 percent vs. 28 percent) to fulfill some of their Guard/Reserve obligations.

Air Force Reserve officers were less likely than officers in the other components to have had military leave or leave of absence (67 percent did); officers in the other components were very similar to the overall average in this respect. Concomitantly, Air Force Reserve officers were more likely than this average to have used vacation days (45 percent) and/or non-work days (50 percent) to fulfill their obligations. Air National Guard officers also used vacation and/or non-



Table 6.7 Time Off and Pay for Guard/Reserve Duty In 1985: Enlisted Personnel

	Reserve Component						Total		Total Selected Reserve
Time Off and Pay	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
How Got Time Off									
Not app., self-emp.	8%	6%	6%	6%	5%	5%	7%	6%	7%
Military leave/LOA	60	63	67	60	66	70	63	69	63
Used vacation	19	19	16	16	22	21	19	17	19
Used non-work days	27	29	28	29	30	29	28	33	28
How Paid									
Full civilian + military pay	22	26	26	15	32	36	25	41	25
Part civilian + military	13	14	21	11	21	18	15	20	15
Only military pay	56	50	44	62	38	40	50	29	50
Used non-work days	16	20	19	18	22	20	18	24	19

Source: 1986 RC Member Survey, Supplementary Tabulations 6.11 and 6.13.

Note: Percentages do not add to 100 percent because respondents could choose more than one response.

Table 6.8 Time Off and Pay for Guard/Reserve Duty In 1985: Officers

	Reserve Component						Total		Total
Time Off and Pay	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	Selected Reserve
How Got Time Off									
Not app., self emp.	13%	12%	13%	11%	17%	10%	13%	9%	13%
Military leave/LOA	74	75	78	75	73	67	75	77	75
Used vacation	41	39	28	40	43	45	38	27	38
Used non-work days	32	32	28	27	43	50	33	32	33
How Paid									
Full civilian + military pay	46	50	43	43	45	36	46	53	46
Part civilian + military	15	15	25	19	18	14	17	19	17
Only military pay	40	33	27	38	34	43	35	22	34
Used non-work days	26	27	21	21	32	42	27	28	27

Source: 1986 RC Member Survey, Supplementary Tabulations 6.12 and 6.14.

Note: Percentages may not add to 100 percent because respondents could choose more than one response.

work days at a higher than average rate (43 percent). This likely relates to the data in Table 5.9 showing the Air Force Reserve and Air National Guard officers were much less likely to perform their annual training all at once. Naval Reserve officers used vacation and/or non-work days at a lower than average rate (28 percent).

Tables 6.9 and 6.10 present the data on how members got time off from work for Guard/Reserve duty and how they were paid, by employer type for enlisted personnel and officers, respectively. Employer type clearly and very substantially affected whether both enlisted personnel and officers could take military leave or leave of absence and whether they would get at least partial civilian pay for their time off work for Guard/Reserve obligations. High proportions of members working for government or for large private firms used leave for their military duty. As noted above, all Federal and nearly all state and local government employees are entitled to 15 days military leave with full pay. As Tables 6.9 and 6.10 indicate, however, all reservists did not take advantage of this entitlement and used a combination of ways to meet their Guard and Reserve requirements. This also accounts for the government employees who reported that they did not receive full civilian pay during annual training.

Table 6.9 Time Off and Pay for Guard/Reserve Duty in 1985 by Employer Type: Enlisted Personnel

Time Off and Pay	Employer Type					Self- employed <sup>a</sup>	Total Selected Reserve
	Government			Private Firm			
	Fed'l	State	Local	>500	≤500		
<hr/>							
How Got Time Off							
Not app., self-emp.	2%	3%	2%	1%	3%	45%	7%
Military leave/LOA	81	76	72	72	56	26	63
Used vacation	23	18	23	20	19	9	19
Used non-work days	26	27	33	26	31	23	28
How Paid							
Full civilian + military pay	71%	68%	58%	10%	8%	8%	25%
Part civilian + military	6	7	9	33	10	5	15
Only military pay	17	17	23	51	70	70	50
Used non-work days	20	20	24	16	18	22	19

Source: 1986 RC Member Survey, Supplementary Tabulations 6.11 and 6.13.

<sup>a</sup>includes those working in family businesses.

Table 6.10 Time Off and Pay for Guard/Reserve Duty in 1985 by Employer Type: Officers

Time Off and Pay	Employer Type						Total Selected Reserve
	Government			Private Firm		Self- employed <sup>a</sup>	
	Fed'l	State	Local	Employ >500	Employ ≤500		
<hr/>							
How Got Time Off							
Not app., self emp.	1%	1%	1%	1%	5%	85%	13%
Military leave/LOA	94	85	77	73	59	39	75
Used vacation	39	32	31	42	36	56	38
Used non-work days	30	34	43	32	32	29	33
 How Paid							
Full civilian + military pay	88%	77%	65%	22%	30%	37%	46%
Part civilian + military	3	6	7	32	13	8	17
Only military pay	14	16	22	44	48	44	34
Used non-work days	28	28	36	26	23	23	27

Source: 1986 RC Member Survey, Supplementary Tabulations 6.12 and 6.14.

<sup>a</sup>Includes those working in family businesses.

Federal employees were most likely to have leave--81 percent of enlisted personnel and 94 percent of officers did. State employees followed (with 76 percent of enlisted personnel and 85 percent of officers having leave), then employees of local government (with 72 percent of enlisted personnel and 77 percent of officers having leave) and large private firms (72 percent of enlisted personnel and 73 percent of officers). Members employed by smaller private firms were less likely to have leave--56 percent of enlisted personnel and 59 percent of officers did. The few self-employed members were least likely to have leave--26 percent of enlisted members and 39 percent of officers did.

It is interesting to note that the availability of military leave or leave of absence did not reduce the proportions of members saying they had used vacation and/or non-working days to fulfill their Guard/Reserve obligations. The proportions of members saying they had used vacation and/or non-work days did not vary substantially nor systematically by employer type for either enlisted personnel or officers. As discussed

above with respect to those members employed by the government, it may be that members who had military leave or leave of absence used fewer vacation or non-work days than those without leave. The 1986 RC Member Survey does not provide data to examine this question, however.

#### D. Employer Problems from Member's Participation

Absence from civilian work to fulfill Guard/Reserve obligations and to work on Guard/Reserve business are potential sources of conflict between part-time reservists and their civilian employers. Members were asked how much of a problem each of four aspects of their Guard/Reserve activities was for their employers (or for themselves, if self-employed): absence for weekend drills, absence for annual training, absence for extra time spent at Guard/Reserve, and time spent on Guard/Reserve business. For each of these four aspects, members were to choose one of the following categories:

- Serious Problem
- Somewhat of a Problem
- Slight Problem
- Not a Problem
- Does Not Apply
- Don't Know.

Table 6.11 shows the percentage of part-time enlisted personnel responding "Not a Problem" or "Does Not Apply" for each of these four problem types. (Presumably, where there was no problem for the employer, the question did not apply.) The bottom panel of the table shows the percentage responding "Somewhat of a Problem" or "Serious Problem" for each of the four problem types.

Overall, part-time enlisted personnel believed that their absence from work for weekend drills or time spent at work on Guard/Reserve business caused less problem for their employers than absence for annual training or extra time at Guard/Reserve. About two-thirds said weekend drills and time spent at work on Guard/Reserve business were not a problem for their employers or did not apply to them, compared to 52 percent for extra time at Guard/Reserve and 45 percent for annual training. At the same time, weekend drills or time spent at work on Guard/Reserve each posed somewhat of a problem or a serious problem for about 15 percent of their employers, compared to 23 percent for extra time at Guard/Reserve and 29 percent for annual training. The individual components show the same general pattern.

Officers did not differ significantly from enlisted personnel in their perceptions of the problem weekend drills posed for their employers; 68 percent said drill was not a problem or the question did not apply to them, while 13 percent said it was somewhat of a problem or

Table 6.11 Employer Problems from Member's Guard/Reserve Participation:  
Enlisted Personnel

Employer Problems	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
Not a problem/Does not apply for:									
Weekend drills	83%	88%	86%	57%	71%	73%	86%	70%	86%
Annual training	44	47	44	38	44	46	45	43	45
Extra time spent at Guard/Reserve	49	53	59	48	53	49	52	53	52
Time on Guard/ Reserve at work	63	66	69	61	70	67	65	66	65
Somewhat/Serious problem for:									
Weekend drills	16	13	14	20	11	11	14	14	14
Annual training	31	26	27	36	27	26	29	26	29
Extra time spent at Guard/Reserve	25	21	20	26	24	25	23	24	23
Time on Guard/ Reserve at work	17	14	13	18	14	15	15	17	15

Source: 1986 RC Member Survey, Supplementary Tabulations 6.17, 6.19, 6.21, and 6.23.

a serious problem (Table 6.12). Officers also agreed with enlisted personnel in the perception that time spent at work on Guard/Reserve business was less a problem for their employers than extra time at Guard/Reserve and annual training, but officers were somewhat more likely to see these three kinds of Guard/Reserve duty as a problem. One-fifth said time spent at work on Guard/Reserve business was a problem for their employers (while 54 percent said it was not), 29 percent said extra time at Guard/Reserve was a problem (while 41 percent said it was not), and 36 percent said annual training was a problem (while 30 percent said it was not).

Tables 6.13 and 6.14 show these data by employer type for enlisted personnel and officers, respectively. Annual training, the obligation members believed was the most problem for their employers, caused the most substantial and consistent differences across employer types. Enlisted personnel who were Federal or State employees were more likely than other groups to say annual training was not a problem for their employers; 56 percent of Federal employees and 52 percent of State

Table 6.12 Employer Problems from Member's Guard/Reserve Participation:  
Officers

Employer Problems	Reserve Component							Total DoD	Total USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR				
Not a problem/Does not apply for:										
Weekend drills	64%	72%	71%	71%	67%	58%	68%	76%	68%	
Annual training	31	30	30	35	28	28	30	33	30	
Extra time spent at Guard/Reserve	32	42	55	42	40	32	41	48	41	
Time on Guard/ Reserve at work	50	52	59	54	60	57	54	50	54	
Somewhat/Serious problem for:										
Weekend drills	15	11	11	11	13	21	13	8	13	
Annual training	39	36	34	35	33	39	36	32	36	
Extra time spent at Guard/Reserve	36	28	20	28	29	37	29	21	29	
Time on Guard/ Reserve at work	24	23	19	22	15	23	21	22	21	

Source: 1986 RC Member Survey, Supplementary Tabulations 6.18, 6.20, 6.22, and 6.24.

employees said this compared to the average (45 percent of all enlisted personnel). These two employee groups were also less likely to say annual training was a problem; 19 percent of Federal and 23 percent of State employees perceived this obligation as a problem for their employers compared to 29 percent of all enlisted personnel. Enlisted personnel who worked for medium-sized or small private firms (having 500 or fewer employees) and those who were self-employed were most likely to say this obligation was a problem (32 and 34 percent, respectively, compared to 29 percent of all enlisted personnel). These two employee groups were also the least likely to say it was not a problem. Those working for local government and private firms with more than 500 employees were very close to the average for all enlisted personnel in their perceptions.

Officer perceptions of employer problems with annual training differed by employer type in the same way. Federal and State employees were least likely to see this obligation as a problem. Only 26 percent of Federal and 27 percent of State employees said it was a problem

Table 6.13 Employer Problems from Member's Guard/Reserve Participation  
by Employer Type: Enlisted Personnel

Employer Problems	Employer Type					Self-employed <sup>a</sup>	Total Selected Reserve
	Government			Private Firm			
	Fed'l	State	Local	Employ >500	Employ \$500		
-----							
Not a problem/Does not apply for:							
Weekend drills	73%	72%	69%	65%	66%	60%	66%
Annual training	56	52	48	44	40	41	45
Extra time spent at Guard/Reserve	57	56	54	50	50	53	52
Time on Guard/ Reserve at work	68	68	66	65	64	65	65
Somewhat/Serious problem							
Weekend drills	11	12	15	14	14	17	14
Annual training	19	23	27	27	32	34	29
Extra time spent at Guard/Reserve	19	21	22	25	24	23	23
Time on Guard/ Reserve at work	14	15	15	16	15	14	15

Source: 1986 RC Member Survey, Supplementary Tabulations 6.17, 6.19, 6.21, 6.23.

<sup>a</sup>Includes those working in family businesses.

Table 6.14 Employer Problems from Member's Guard/Reserve Participation  
by Employer Type: Officers

Employer Problems	Employer Type					Self-employed <sup>a</sup>	Total Selected Reserve
	Government			Private Firm			
	Fed'l	State	Local	Employ >500	Employ ≤500		
Not a problem/Does not apply for:							
Weekend drills	81%	80%	73%	67%	64%	50%	68%
Annual training	39	37	34	28	25	25	30
Extra time spent at Guard/Reserve	49	45	43	39	39	36	41
Time on Guard/Reserve at work	57	57	56	53	52	48	54
Somewhat/Serious problem for:							
Weekend drills	7	8	11	13	15	20	13
Annual training	26	27	34	37	43	46	36
Extra time spent at Guard/Reserve	22	23	30	31	32	31	29
Time on Guard/Reserve at work	20	17	22	23	22	20	21

Source: 1986 RC Member Survey, Supplementary Tabulations 6.18, 6.20, 6.22, and 6.24.

<sup>a</sup>Includes those working in family businesses.



(compared to 36 percent of all officers), while 39 and 37 percent, respectively, said it was not (compared to 30 percent of all). Those working for private firms with 500 or fewer employees and the self-employed were most likely to see it as a problem (43 and 46 percent, respectively) and least likely to say it was not (25 percent of both employee groups). Those working for local government or for private firms of more than 500 employees were about average.

It may also be interesting to note that self-employed enlisted personnel and officers were distinctive in saying that weekend drills were a problem. One-fifth of self-employed officers said drills were somewhat serious or a serious problem (compared to 13 percent of all officers), while half said they were not a problem (compared to two-thirds of all officers). Enlisted personnel showed the same pattern, though the differences were smaller.

#### E. Supervisor's Attitude to Member's Guard/Reserve Duty

The final indicator of employer support we examine is supervisor attitudes toward Guard/Reserve participation. Members were asked

What is your immediate (main) civilian supervisor's overall attitude toward your participation in the Guard/Reserve? Mark one.

- Does not apply, I am not working at a civilian job
- Does not apply, I am self-employed
- Very favorable
- Somewhat favorable
- Neither favorable nor unfavorable
- Somewhat unfavorable
- Very unfavorable

Table 6.15 summarizes the responses of enlisted personnel and officers.

Fifty-eight percent of all enlisted personnel said their immediate supervisors' attitudes toward their Guard/Reserve participation were "very favorable" or "somewhat favorable." Only 15 percent said their supervisors' attitudes were "somewhat unfavorable" or "very unfavorable." The responses of enlisted personnel in the individual components were very similar to those overall. Proportions perceiving their supervisors as favorable ranged from 53 percent in the Coast Guard Reserve to 60 percent in the Army Reserve; the range of unfavorable ratings was from 17 percent in the Army National Guard to 12 percent in the Naval Reserve. Officers' ratings of supervisors' attitudes differed little from those of enlisted personnel either overall or in the individual components.

Table 6.15 Civilian Supervisor's Attitude to Member's Guard/Reserve  
Participation: Enlisted Personnel and Officers

Supervisor's Attitude	Reserve Component							Total DoD	Total USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR				
Enlisted Personnel										
Very/somewhat favorable	57%	60%	58%	57%	56%	58%	58%	53%	58%	
Somewhat/very unfavorable	17	14	12	13	13	14	15	15	15	
Officers										
Very/somewhat favorable	55	56	64	64	60	58	58	59	58	
Somewhat/very unfavorable	19	16	11	13	14	15	15	13	15	

Source: 1986 RC Member Survey, Supplementary Tabulations 6.15 and 6.16.

Table 6.16 shows that enlisted personnel's ratings of supervisors' attitudes varied by type of employer. Over 60 percent of Federal and State employees and of those working in family-owned businesses said their immediate supervisors' favored their Guard/Reserve participation. These employee groups had the most favorable perceptions of their supervisors' attitudes. Those working for local government were the least likely to say that their supervisors had favorable perceptions (54 percent), but the differences from other groups were small. Employees of private firms, regardless of size, were about average in their perceptions that their supervisors favored their Guard/Reserve participation.

Officers' perceptions of supervisors' attitudes varied by employer type in about the same way as those of enlisted personnel (Table 6.17). Again, employees of Federal or State government and of family businesses were most likely to say their supervisors favored their Guard/Reserve participation--61 to 66 percent of these three groups gave this response. Employees of private firms were again about average. Officers employed by local government were also near the average for all officers in perceiving their supervisors as favorable; they were slightly more likely

Table 6.16 Supervisor's Attitude to Member's Guard/Reserve  
Participation by Employer Type: Enlisted Personnel

Supervisor's Attitude	Employer Type						Total Selected Reserve
	Government			Private Firm		Family Business	
	Fed'l	State	Local	Employ >500	Employ ≤500		
Very/somewhat favorable	62%	63%	54%	56%	57%	62%	58%
Somewhat/very unfavorable	14	14	17	16	15	14	15

Source: 1986 RC Member Survey, Supplementary Tabulations 6.15.

Note: Enlisted personnel who were self-employed are not included in this table.

Table 6.17 Supervisor's Attitude to Member's Guard/Reserve  
Participation by Employer Type: Officers

Supervisor's Attitude	Employer Type					Family Business	Total Selected Reserve
	Government			Private Firm			
	Fed'l	State	Local	Employ >500	Employ ≤500		
Very/somewhat favorable	66%	61%	55%	55%	56%	66%	58%
Somewhat/very unfavorable	14	15	20	14	16	10	15

Source: 1986 RC Member Survey, Supplementary Tabulations 6.16.

Note: Officers who were self-employed are not included in this table.

than those in other groups to say their supervisors were somewhat or very unfavorable (20 percent did).

#### F. Similarity of Military and Civilian Occupations

Earlier in this chapter we described the kinds of civilian occupations reservists held in 1985, the calendar year preceding the survey, and their employers. In this section, we examine the similarity between the civilian and military occupations of reservists. We examine the extent to which reservists in each major civilian occupation group use similar occupational skills in the reserves. We also describe the civilian occupations of the membership of military occupational groups.

We make no inference in this discussion about where or when an individual learned occupational skills or whether occupational similarity is necessarily good. Clearly, however, these are important relationships to explore on several counts, including training. We also do not discuss the direction of the relationship between civilian and military occupations here. Some prior service reservists may have been trained for what are now their civilian occupations in the armed forces, although they selected dissimilar occupations in the reserves. Alternatively, reservists may have been trained in civilian occupations by private-sector employers and then joined specific units because those units gave them the opportunity to use their civilian skills.

The tables in this chapter categorize both military and civilian jobs by a civilian occupational classification based on a classification system developed by the U.S. Bureau of the Census. Military occupational codes were transformed to civilian equivalents using a program developed by the Occupational Crosswalk Project in OASD (FM&P). The crosswalk was based on a systematic, comparative analysis of the occupational definitions in both civilian and military taxonomies. The primary occupational dimensions that were compared include tasks performed, machines or tools used, and output or results achieved.<sup>1</sup>

Tables 6.18 and 6.19 show the civilian equivalent categories for the military occupations of enlisted personnel and officers, respectively. The categories are quite different from the occupational classification system in Chapter 3 that is commonly used in comparing occupations across Services in DoD.<sup>2</sup> Also, unlike the tables presented earlier in this chapter, the tables in this section include individuals who had no civilian job in 1985 because these individuals have military occupations.

Inspection of Tables 6.18 and 6.19 shows that there is no civilian occupational equivalent for about 21 percent of military occupations held by enlisted personnel and about 24 percent of military occupations held by officers. In other words, these jobs exist only in the armed forces. In general, the "no civilian equivalent" occupations include most of the combat arms specialties (i.e., infantry, gun crews, and seamanship specialists discussed in Chapter 3) as well as other occupations unique to the military.

Table 6.18 Distribution of Enlisted Personnel by Civilian and Civilian Equivalent of Military Occupation Groups

Civilian Occupation Group	Percent in Civilian Occupations	Percent in Military Occupations (Civilian Equivalent)
No Civilian Job	9	--
Non-Occupational	--	1
Administrative & Managerial	6	3
Other Management Related Occupations, Professional, Scientific & Specialty Occupations; Teachers & Educational Administrators	8	3
Health Technologist & Technicians, Administrative Support & Clerical (except Postal)	13	25
Sales	7	a
Protective Service & Postal	8	4
Food Services & Other Service Occupations (except Protective)	7	5
Mechanics & Repairers; Farm, Mine & Construction Workers	17	25
Precision Production Workers, Machine Operators, Assemblers & Inspectors	12	6
Motor Vehicle Operators; Other Transportation & Material Moving Operators	6	7
Other Handlers, Helpers & Laborers	7	a
No Civilian Equivalent	a	21
Total	100	100

Source: 1986 RC Member Survey, DMDC Tabulations, September 1987.

<sup>a</sup>Less than 1 percent.

Table 6.19 Distribution of Officers by Civilian and Civilian Equivalent of Military Occupation Groups

Civilian Occupation Group	Percent in Civilian Occupations	Percent in Military Occupations (Civilian Equivalent)
No Civilian Job	4	--
Non-Occupational	--	3
Administrative & Managerial	19	19
Professional, Scientific & Social Science	14	7
Physicians, Dentists, Registered Nurses, Other Health Professions	12	17
Teachers, Educational Administrators, Clergy, & Lawyers/Judges	12	5
Pilots & Navigators	5	12
Sales	8	1
Protective Services	4	1
Other Management Related Occupations, Professional, Scientific & Specialty Occupations	8	6
Health Technologists & Technicians (except Pilots), Administrative Support & Clerical	6	3
Other Service Occupations, Agriculture, Crafts, Production, Repair, Operators & Laborers	8	2
No Civilian Equivalent	--	24
Total	100	100

Source: 1986 RC Members Survey, DMDC Tabulations, September 1987.

Aside from the "no civilian equivalent" occupations in the armed forces, a comparison of the distribution of part-time unit member's civilian occupations and the distribution of their military occupations clearly shows major differences. In several occupational groupings such as precision production and related occupations among enlisted personnel and professional and scientific personnel among officers, for example, the percentage holding those jobs in the civilian sector was twice the percentage in the military.

We show how well civilian and military occupations match in Table 6.20 for enlisted personnel and Table 6.21 for officers. In these tables, part-time unit members are categorized by their civilian occupations and then within civilian occupation by military occupation in civilian occupational equivalents. Put another way, we ask "what military occupations are filled by reserve personnel in each civilian occupation?"

The proportion of enlisted personnel who were in identical military and civilian categories ranged from one percent or less to 41 percent. The categories with essentially no similarity were those that have few military billets (e.g., sales personnel), that have special requirements, or that are generally occupied by officers (e.g., management related). Among enlisted personnel, civilian administrative support/clerical and health technicians (41 percent) and mechanics and farm/mine/construction workers (37 percent) were most likely to be assigned similar military occupations. Vehicle operators and transportation (16 percent), protective service and postal workers (16 percent), and food service and other service workers (13 percent) were in an intermediate category.

Officers, as shown in Table 6.21, were more likely to have military occupations similar to their civilian occupations than enlisted personnel. At the high end, over 90 percent of civilian health professionals and 80 percent of pilots and navigators were in the same occupational categories in the military (when their military occupations were classified by their civilian equivalents). The Supplementary Tabulations show some variation within these groups, with 96 percent for registered nurses, 88 percent for dentists, 84 percent for physicians, and 73 percent for other health professions in similar occupations in the military. The remaining administrative and professional occupations (i.e., administrative and managerial workers, 28 percent; professional and scientific personnel, 19 percent; and members of academic, religious and legal professions, 29 percent) were in an intermediate category. The percentages of reservists in the other civilian occupational categories who had similar military jobs were not as high.

Tables 6.22 and 6.23 provide a different approach to occupational similarity for enlisted personnel and officers, respectively. In these tables, part-time unit members are categorized by their military occupations (in civilian equivalents) and then by civilian occupation within military occupation. Here, we attempt to answer the question "what civilian occupations are held by reserve personnel filling specific military jobs?"

Table 6.20 For Civilian Occupation Groups - Distribution Into Military Occupation Groups: Enlisted Personnel

Civilian Equivalent Occupation Groups for Military Occupations	Civilian Occupation Groups												
	No Civilian Job	Admin & Mgt	Scientific/Prof/Academic		Admin Spt/Clerical & Health Tech	Sales	Protective Svc & Postal		Food & Other Svc	Mechanics & Farm/Mine/Construction	Production & Related	Vehicle Operators & Transportation	Other Laborers
			Admin	Academic			Other Mgr	Other Svc					
Non-Occupational	3	0	1	1	1	1	1	1	1	0	0	0	1
Admin & Mgt	1	9	7	4	3	3	4	1	1	2	2	2	1
Scientific/Prof/Academic & Other Mgt	2	6	9	3	3	3	2	1	1	1	1	1	1
Admin Spt/Clerical & Health Tech	29	29	31	41	31	31	22	26	26	13	18	15	20
Sales	0	0	0	0	0	0	0	0	0	0	0	0	0
Protective Svc & Postal	2	3	3	2	4	4	16	2	2	3	3	3	3
Food & Other Svc	0	5	5	5	5	5	5	13	13	4	5	5	5
Mechanics & Farm/Mine/Construction	24	18	17	22	23	23	17	23	23	37	29	27	28
Production & Related	3	7	6	5	4	4	7	4	4	8	9	7	4
Vehicle Operators & Transportation	0	5	5	5	7	7	6	7	7	7	8	16	10
Other Laborers	0	0	0	0	0	0	0	0	0	0	0	0	0
No Civilian Equivalent	24	19	16	12	20	20	21	22	22	24	24	23	28
Total	100	100	100	100	100	100	100	100	100	100	100	100	100

Note: For the complete title of occupational variables, see Table 6.18.



Table 6.21 For Civilian Occupation Groups - Distribution Into Military Occupation Groups: Officers

Civilian Equivalent Occupation Groups for Military Occupations	Civilian Occupation Groups										
	No Civil- ian Job	Admin & Mgt	Prof/ Scientific	Health Professional	Academic/ Clergy & L.w	Pilots & Navigators	Sales	Protec- tive Svc	Other Mgt & Specialty	Admin Spt/ Clerical & Health Tech	Other Svc & Laborers
Non-Occupational	13	2	2	1	1	0	1	5	2	0	0
Admin & Mgt	20	20	20	4	17	11	24	15	20	22	10
Prof/Scientific	4	8	19	1	5	1	4	4	0	0	0
Health Professional	10	8	13	91	9	0	7	7	5	3	0
Academic/Clergy & Law	1	1	4	0	29	0	1	0	1	0	0
Pilots & Navigators	20	9	7	1	0	80	10	12	0	14	12
Sales	2	2	1	0	1	0	2	1	2	2	2
Protective Svc	0	1	1	0	1	0	0	0	1	0	0
Other Mgt & Specialty	2	0	3	0	7	1	7	9	15	5	4
Admin Spt/Clerical & Health Tech	3	3	3	0	2	0	4	3	3	0	3
Other Svc & Laborers	1	1	2	0	1	0	1	1	2	3	0
No Civilian Equivalent	24	29	20	1	21	4	38	30	29	29	37
Total	100	100	100	100	100	100	100	100	100	100	100

Note: For the complete title of occupational variables, see Table 6.10.

Table 6.22 For Civilian Equivalent of Military Occupation Groups - Distribution Into Civilian Occupational Groups: Enlisted Personnel

Civilian Equivalent of Military Occupation Groups															
Civilian Occupation Groups	Non-Occupational	Admin & Mgt	Scientific/Professional/ Academic & Other Mgt		Admin Spt/ Clerical & Health Tech	Sales	Protective & Postal		Food & Other Svc	Mechanics & Farm/Miner Construction	Production & Related	Vehicle Operators & Transportation		Other Laborers	Civilian Equivalent
			Admin Spt/ Clerical & Health Tech	Other Mgt			Protective & Postal	Food & Other Svc				Vehicle Operators & Transportation	Other Laborers		
No Civilian Job	34	3	7	11	15	5	10	9	4	8	0	10			
Admin & Mgt	4	16	13	7	7	5	5	4	6	4	0	5			
Scientific/Professional/Academic & Other Mgt	8	18	27	10	12	7	8	5	8	5	17	6			
Admin Spt/Clerical & Health Tech	11	18	18	22	10	8	12	11	11	9	0	8			
Sales	12	6	7	8	6	7	6	6	5	6	17	6			
Protective Svc & Postal	5	9	8	7	14	32	7	5	8	6	0	8			
Food & Other Svc	6	3	4	8	8	4	17	7	4	7	0	7			
Mechanics & Farm/Miner/Construction	7	11	6	9	4	12	12	25	23	18	0	20			
Production & Related	3	9	6	9	17	9	11	14	19	14	33	14			
Vehicle Operators & Transportation	2	4	2	4	6	5	5	6	0	13	17	6			
Other Laborers	8	2	2	6	0	6	6	8	5	10	17	9			
Total	100	100	100	100	100	100	100	100	100	100	100	100			

Note: For the complete title of occupational variables, see Table 6.18.

Table 6.23 For Military Occupation Groups - Distribution into Civilian Occupation Groups: Officers

Civilian Occupation Groups	Non-Occupational	Admin & Mgt	Prof/Scientific	Health Professional	Civilian Equivalent of Military Occupation Groups					No Civilian Equivalent
					Academic/Clergy & Law	Pilots & Navigators	Sales	Protective Svc & Specialty	Admin Spt/Clerical & Health Tech	
No Civilian Job	19	4	2	3	1	7	4	0	2	4
Admin & Mgt	12	28	23	9	6	14	27	28	20	23
Prof/Scientific	10	14	38	10	11	8	11	9	17	14
Health Professional	5	3	1	61	1	1	0	0	1	1
Academic/Clergy & Law	5	11	8	6	78	6	9	9	9	10
Pilots & Navigators	0	3	1	0	0	32	1	2	1	1
Sales	3	9	4	3	2	6	12	4	10	12
Protective Svc	8	3	3	2	0	4	3	37	7	6
Other Mgt & Specialty	6	11	6	2	2	5	12	8	21	9
Admin Spt/Clerical & Health Tech	13	7	7	1	0	8	9	4	14	7
Other Svc & Laborers	17	7	6	2	1	7	11	0	8	12
Total	100	100	100	100	100	100	100	100	100	100

Note: For the complete title of occupational variables, see Table 6.19.

As seen in Table 6.22, there were reservists with comparable civilian occupations for every military occupational category (with the exception of non-occupational and no-civilian equivalent). The percentage ranges from 32 percent in protective service and postal work to 6 percent in sales, with most being between 13 and 25 percent (e.g., administrative support/clerical and health technicians, 22 percent; mechanics and farm/mine and construction workers, 25 percent; vehicle operators and transportation, 13 percent; food service and other service workers, 17 percent).

The data for officers are quite different (Table 6.23). The civilian occupations of officers were often similar to their military occupations: academic, religious and legal professions (76 percent), and health professions (61 percent). The pattern for specific occupations, as shown in the Supplementary Tabulations, includes dentists (93 percent), lawyers and judges (86 percent), physicians (82 percent), clergy (81 percent), and registered nurses (71 percent). Relatively large numbers of "similar occupation holders" are found among pilots and navigators (33 percent) and protective service workers (37 percent). In addition to those who were in similar occupations, many of the professionals were in related occupations. For example, three percent of military physicians were in administrative positions as civilians, probably as administrators of medical-related organizations.

Data presented in the Supplementary Tabulations show that the extent of occupational similarity varied somewhat by reserve component and by gender. For example, about one-third of the pilots and navigators in the Selected Reserve had main civilian jobs as pilots and navigators.<sup>3</sup> In the individual components, this figure ranged from almost one-fifth of pilots and navigators in the Army National Guard to about one-third of the pilots and navigators in the Marine Corps Reserve and Air National Guard, and about half of the pilots and navigators in the Air Force Reserve. Eighty percent or more of those whose main civilian jobs were as pilots or navigators, however, were military pilots or navigators.<sup>4</sup> This figure ranged from 62 percent in the Naval Reserve to 92 percent in the Army National Guard. Additional analyses may well show that differences in the types of aircraft used by the different components may be causing some of the differences.

The discussion presented here is only suggestive, as there are other factors to be taken into account, and there are other ways of looking at the data than by the civilian crosswalk comparisons briefly summarized here. The availability of military occupations in specific locations certainly affects the degree to which civilian and military occupations match, as discussed above. Variations in labor force experience among civilians in similar occupations probably leads to differences in military occupational assignment. Individual preferences influence occupational choice both in the civilian and military environments. Data of this nature were not available before and must be analyzed in greater detail to better understand the civilian-military occupational relationships.

#### G. Summary

This chapter discussed the types of civilian employment of part-time unit members of the Selected Reserve, including the perceived attitudes of the reservists' civilian employers toward reserve participation. It also described the relationship between members' civilian jobs and their Guard/Reserve occupations. Among the major findings of this chapter are:

- Seventy-three percent of the enlisted personnel and 80 percent of officers held full-time jobs. An additional 10 percent and 6 percent, respectively, were self-employed. Twenty-seven percent of the enlisted personnel and 35 percent of the officers were employed in the public sector.
- Officers were more likely to hold managerial, technical, and professional jobs (60 percent) than were enlisted personnel (16 percent).
  - There was significant variation by component in the percentage of members in certain occupational groups. For example, 22 percent of Coast Guard enlisted members worked in protective services in their civilian lives. Not surprisingly, notable proportions of Air National Guard and Air Force Reserve officers were commercial pilots (7 and 13 percent, respectively).
- Officers were nearly twice as likely to report that they received their full civilian pay as well as their military pay during training (46 percent vs. 25 percent).
- Members reported that absence from work for annual training, followed closely by extra time spent on reserve activities, caused the most serious problems with employers. This was less of a problem for Federal or State workers.
- Fifty-eight percent of both enlisted personnel and officers said that their civilian supervisor's attitude toward Guard/Reserve participation was very or somewhat favorable. Fifteen percent of both groups reported unfavorable attitudes.
- Examination of the extent to which members' military occupations were similar to their civilian occupations found that there is no civilian equivalent for about 21 percent of the military specialties held by reserve enlisted members and 24 percent of officers. As expected, health professionals, judges, lawyers, and clergy were typically working in related civilian jobs.

## ENDNOTES

<sup>1</sup>For a complete discussion of the construction of occupational variables in the 1986 RC Surveys, see Appendix E in 1986 Reserve Components Survey: Selected Reserve Officer and Enlisted Personnel--User's Manual and Codebook.

<sup>2</sup>The Crosswalk did assign each military occupational specialty a three-digit code from the Census taxonomy. In these tables, for ease of presentation, we are using an occupational grouping of these codes specific to this study. For similar tables using a less aggregated presentation, see the Supplementary Tabulations.

<sup>3</sup>See the Supplementary Tabulations for the 1986 Reserve Components Surveys, Table 6.32.

<sup>4</sup>Op. Cit., Table 6.30.

## 7. MEMBERS' FAMILY AND COMMUNITY LIFE

### A. Introduction

Families are an important part of the lives of most part-time unit members. Guard/Reserve members are away from their families for drill and annual training, and many spend extra time at their drill locations. The perception of these absences as a problem for families may be affected by the backgrounds and current situations of other family members, particularly spouses. Members' feelings about how their time is parcelled among military duty, family, civilian job, and other activities and their perceptions of family member attitudes may be important factors in retention decisions.

This chapter presents data on spouse employment and military experience; members' perceptions of the degree to which their absences for weekend drills, annual training, and extra time at Guard/Reserve are a problem for their families; members' perceptions of their spouses' attitudes toward their Guard/Reserve participation; and members' feelings about the amount of time they spend on various activities. More detailed treatment of these and related issues from the point of view of spouses of parttime unit members are presented in a companion report.<sup>1</sup>

### B. Spouse Employment and Military Experience

#### 1. Spouse Employment

The employment status of civilian spouses may be related to the impact a member's absence for Guard/Reserve participation has on family life, spouse attitudes toward member participation, member retention, and member preparedness for mobilization. For example, employment provides income for the family and, potentially at least, a source of social support and self-esteem for the employed spouse. Employed spouses, then, might find member absences for Guard/Reserve participation less burdensome than spouses who are not working (assuming adequate child care arrangements). A family that has the spouse's income and benefits may need fewer services and less support from the military in the event of mobilization. On the other hand, a spouse's income may reduce a member's likelihood of staying in the Guard/Reserve at the end of the current term of enlistment or obligation.

Table 7.1 shows the employment status of part-time unit members' spouses. The first panel shows that 27 percent of enlisted personnel spouses were not in the labor force (that is, they were in school, retired, a homemaker, or other). The great majority were employed or unemployed and looking for a job. Most were employed full time--two percent were in the armed forces and 48 percent had full-time civilian jobs. Sixteen percent were employed part time, and four percent were unemployed and looking for work.

Table 7.1 Spouse Employment: Enlisted Personnel and Officers

Spouse Employment	Reserve Component						Total	Total Selected Reserve	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD		USCGR
Enlisted Personnel									
In Armed Forces <sup>a</sup>	1%	2%	4%	3%	1%	5%	2%	3%	2%
Civilian--full time	46	49	49	48	51	50	48	48	48
Civilian--part time	15	16	17	16	17	16	16	19	16
Civilian--self-employed	3	3	3	4	4	4	3	3	3
Civilian--unemployed	4	4	3	4	2	2	4	1	4
Not in labor force	31	26	24	25	25	23	27	26	27
Officers									
In Armed Forces <sup>a</sup>	2%	3%	4%	1%	2%	5%	3%	3%	3%
Civilian--full time <sup>a</sup>	45	48	39	43	41	42	44	43	44
Civilian--part time	19	20	20	20	20	20	20	21	20
Civilian--self-employed	5	6	6	3	7	6	6	5	6
Civilian--unemployed	1	1	1	1	1	1	1	1	1
Not in labor force	28	22	29	30	29	27	26	27	26

Source: 1986 RC Member Survey, Supplementary Tabulations 7.5a, 7.5b, 7.6a, 7.6b.

<sup>a</sup>Includes spouses in the Armed Forces full time and spouses with no civilian job who were part-time Guard/Reserve members.

The individual components differed little from these figures for all part-time enlisted personnel, or from each other. The proportion in the armed forces ranged from one percent (of Army National Guard and Air National Guard spouses) to five percent of Air Force Reserve spouses. Approximately half of the spouses worked full time, ranging from 46 percent of Army National Guard spouses to 51 percent of Air National Guard spouses. The proportion who worked part time ranges from 15 percent of Army National Guard spouses to 19 percent of Coast Guard Reserve spouses. The percentage who were unemployed and looking for work ranged from one percent (of Coast Guard spouses) to four percent (of Army National Guard, Army Reserve and Marine Corps Reserve spouses). The remaining proportion who were not in the labor force ranged from 23 percent (of Air Force Reserve spouses) to 31 percent (of Army National Guard spouses).



The employment status of spouses of part-time officers in units was very similar to that of enlisted personnel (Table 7.1). Again, the individual components were very similar. Overall, three percent of officers' spouses were serving in the armed forces--with figures in the individual components ranging from one percent (of Marine Corps Reserve spouses) to five percent (of Air Force Reserve spouses). Forty-four percent of officer spouses worked full time--ranging from 39 percent (of Naval Reserve spouses) to 48 percent (of Army Reserve spouses). Approximately one-fifth of officer spouses worked part time, and one percent were unemployed. Approximately one-fourth were not in the labor force--ranging from 22 percent (of Army Reserve spouses) to 30 percent (of Marine Corps Reserve spouses).

Table 7.2 shows spouse employment status according to household composition--that is, whether the member and spouse had dependents (usually children). Here it can be seen that spouses were more likely to be in the labor force and to be working full time when there were no dependents in the households. The first panel shows the data for enlisted personnel. Twenty-nine percent of their spouses with dependents in the household were not in the labor force compared to 20 percent of spouses with no dependents. Forty-five percent of spouses with dependents were working full time compared to 58 percent of those with no dependents.

This pattern is even stronger for officers' spouses. Where there were dependents in the household, 29 percent of officers' spouses were not in the labor force and 41 percent were working full time. Where there were no dependents, only 13 percent were not in the labor force, and 61 percent were working full time.

The differences in employment status between spouses of part-time enlisted personnel and part-time officers are undoubtedly caused by several factors, including differences in financial need, differences in education, and differences in household composition. Independently of the reason, employment-related conflicts are more likely to arise in the households of enlisted personnel than in the households of officers. Ways in which these conflicts can be eased should be an area for investigation for reserve policy makers. Some of the kinds of problems for families are discussed later in this chapter.

## 2. Spouse Military Experience

Whether spouses of part-time unit members had served in the military and the sort of experience they had are likely to affect spouses' attitudes toward members' Guard/Reserve participation and, thus, members' own. Members were asked:

Has your current spouse ever served in the U.S. Armed Forces, either on active duty or in the Reserves?

- No, never served
- Yes, retired from [services and components]
- Yes, separated from [services and components]
- Yes, now serving in [services and components]

Table 7.2 Spouse Employment by Household Composition:  
Enlisted Personnel and Officers

Spouse Employment	Household Composition		Total Selected Reserve
	Spouse, No Dependents	Spouse, With Dependents	
-----			
Enlisted Personnel			
In Armed Forces <sup>a</sup>	3%	2%	2%
Civilian--full time	58	45	48
Civilian--part time	13	17	16
Civilian--self-employed	3	3	3
Civilian--unemployed	3	4	4
Not in labor force	20	29	27
Officers			
in Armed Forces <sup>a</sup>	6%	2%	3%
Civilian--full time	61	41	44
Civilian--part time	14	21	20
Civilian--self-employed	4	6	6
Civilian--unemployed	2	1	1
Not in labor force	13	29	26

Source: 1986 RC Member Survey, Supplementary Tabulations 7.5a, 7.5b, 7.6a and 7.6b.

<sup>a</sup>Includes spouses in the Armed Forces full time and spouses with no civilian job who were part-time Guard/Reserve members.

All components of all services (including the Active Coast Guard and Coast Guard Reserve) were listed under each "Yes" response as indicated above; respondents were instructed to mark all that applied. Tables 7.3 and 7.4 summarize the responses showing whether spouses are

- Currently serving in the Guard/Reserve
- Currently on active duty
- Retired or separated from the military, or
- Never served in the military.

About five percent of all enlisted members' spouses had military experience (Table 7.3). Most of these spouses (3 percent) were currently serving in the Guard/Reserve. One percent were currently on active duty, and one percent were retired or separated from the military. Table 7.3 also shows that members' wives differed greatly in their military experi-

Table 7.3 Military/Civilian Status of Spouse by Gender: Enlisted Personnel

Military/Civilian Status of Spouse	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
Member's Wife									
In Guard/Reserve <sup>a</sup>	1%	2%	2%	1%	1%	3%	2%	2%	2%
On active duty	b	b	b	1	b	1	b	b	b
Retired/Separated from military	b	b	b	b	b	b	b	b	b
Never served	98	97	98	98	98	96	98	98	98
Member's Husband									
In Guard/Reserve <sup>a</sup>	36	29	33	c	46	29	33	c	33
On active duty	10	19	43	c	18	35	25	c	25
Retired/Separated from military	5	7	6	c	7	5	6	c	6
Never served	49	45	18	c	29	31	36	c	36
Total									
In Guard/Reserve <sup>a</sup>	2	4	4	2	4	6	3	4	3
On active duty	b	2	3	2	1	5	1	2	1
Retired/Separated from military	b	1	1	b	1	1	1	b	1
Never served	97	93	92	96	94	89	95	93	95

Source: 1986 RC Member Survey, Supplementary Tabulations 7.7.

<sup>a</sup>Includes spouses reported as "now serving" in the Guard/Reserve, regardless of spouse civilian employment status. For that reason, percentages "In Guard/Reserve" and percentages "On Active Duty" may not sum to corresponding percentages "In Armed Forces" in Tables 7.1 and 7.2.

<sup>b</sup>Less than 0.5 percent.

<sup>c</sup>Too few cases for reliable estimates.

ence from members' husbands. Two percent of wives were currently Guard/Reserve members while less than 0.5 percent were serving on active duty or retired/separated; 98 percent of wives had no military experience. One-third of husbands, on the other hand, were currently serving in the Guard/Reserve, 25 percent were on active duty, and six percent had retired or separated from the military. Nearly two-thirds of husbands, then, had military experience.

The percentages of wives with military experience are too small for differences among components to be clear. There were some clear differences among individual components in the military experience of husbands. The husbands of enlisted members of the Naval Reserve were most likely to have military experience (82 percent). Most of these husbands were on active duty (43 percent), while most of the rest were in the Guard/Reserve (33 percent). Approximately 70 percent of husbands of enlisted members of the Air National Guard and Air Force Reserve had military experience. Most of the Air National Guard husbands were in the Guard/Reserve (46 percent). Most of the Air Force Reserve husbands with military experience were on active duty (35 percent). Approximately half of husbands of enlisted members of the Army National Guard and Army Reserve had military experience. Most of these husbands were in the Guard/Reserve (36 percent for the Army National Guard and 29 percent for the Army Reserve).

The results for part-time officers in units were similar (Table 7.4). Overall, about seven percent of spouses had military experience—nearly 60 percent of husbands compared to three percent of wives. The Naval Reserve and the Air Force Reserve were most likely to have officers whose husbands had military experience (72 percent and 73 percent, respectively). These husbands were more likely than the husbands of members in other components to be on active duty (45 percent and 44 percent, respectively). Almost two-thirds of married female officers in the Army National Guard and Air National Guard and half of those in the Army Reserve had husbands with military experience. Most of these husbands were currently in the Guard/Reserve (43 percent for Army National Guard husbands, 45 percent for Air National Guard, and 33 percent for Army Reserve).

#### C. Family Problems from and Spouse Satisfaction with Member Participation

##### 1. Family Problems from Member's Guard/Reserve Participation

Absence from home to fulfill Guard/Reserve obligations is a potential source of conflict within the family. Married members were asked how much of a problem their absences for weekend drills, annual training, and extra time spent at Guard/Reserve were for their families.

Table 7.4 Military/Civilian Status of Spouse by Gender: Officers

Military/Civilian Status of Spouse	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
Member's Wife									
In Guard/Reserve <sup>a</sup>	2%	2%	2%	2%	4%	3%	2%	3%	2%
On active duty	b	b	1	b	1	b	1	1	1
Retired/Separated from military	b	b	b	b	b	b	b	b	b
Never served	98	97	97	98	96	96	97	97	97
Member's Husband									
In Guard/Reserve <sup>a</sup>	43	33	23	c	45	25	32	c	32
On active duty	13	14	45	c	12	44	23	c	23
Retired/Separated from military	7	3	4	c	8	4	4	c	4
Never served	37	50	28	c	35	27	41	c	41
Total									
In Guard/Reserve <sup>a</sup>	3	5	3	2	5	5	4	3	4
On active duty	1	1	3	1	1	5	2	2	2
Retired/Separated from military	b	1	b	b	b	1	1	b	1
Never served	96	93	93	97	93	89	94	94	94

Source: 1986 RC Member Survey, Supplementary Tabulations 7.8.

<sup>a</sup>Includes spouses reported as "now serving" in the Guard/Reserve, regardless of spouse civilian employment status. For that reason, percentages "In Guard/Reserve" and percentages "On Active Duty" may not sum to corresponding percentages "In Armed Forces" in Tables 7.1 and 7.2.

<sup>b</sup>Less than 0.5 percent.

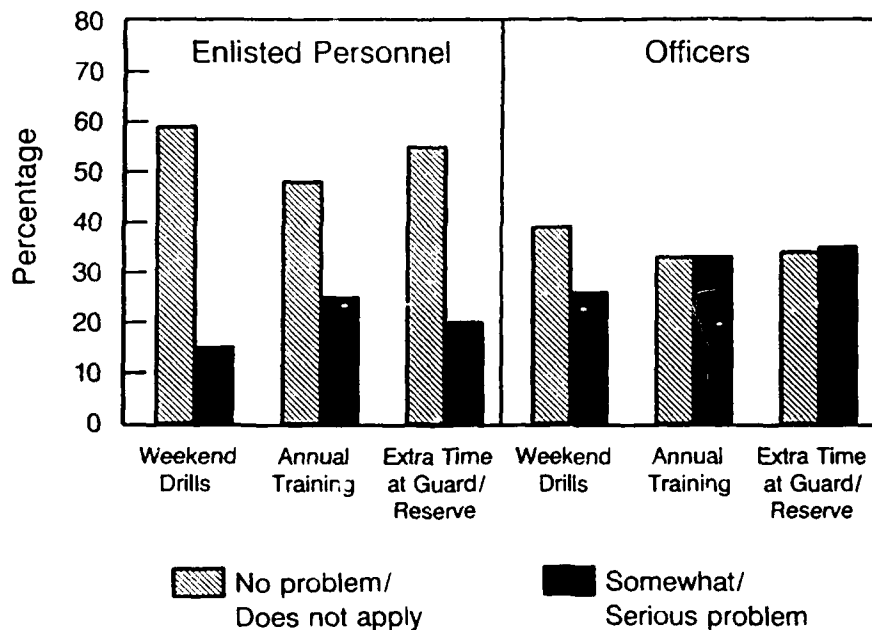
<sup>c</sup>Too few cases for reliable estimates.

For each of these three aspects, members were asked to choose one of the following categories:

- Serious Problem
- Somewhat of a Problem
- Slight Problem
- Not a Problem
- Does Not Apply
- Don't Know.

The responses to these questions are summarized in Figure 7.1 for enlisted personnel and officers. The graph shows the percentages of

Figure 7.1 Family Problems from Member's Guard/Reserve Participation by Household Composition.



Source: 1986 RC Member Survey, Supplementary Tabulations 7.9a-7.9c.

Note: Only married reservists are included.

married part-time enlisted personnel and officers who responded "Not a Problem" or "Does Not Apply" for each of the three aspects of Guard/Reserve participation, and the percentages who responded "Somewhat of a Problem" or "Serious Problem." Married enlisted personnel regarded annual training as the greatest problem for their families and weekend drills as the least problem. Forty-eight percent said that annual training was not a problem or not applicable to them (compared to 55 percent for extra time at Guard/Reserve and 59 percent for weekend drills). Twenty-five percent said annual training was somewhat of a problem or a serious problem (compared to 20 percent for extra time at Guard/Reserve and 15 percent for weekend drills).

Married part-time officers in units were more likely than enlisted personnel to respond that each aspect of Guard/Reserve participation caused problems for their families. The officers were as likely to say annual training and extra time at Guard/Reserve were problems as to say they were not. Thirty-nine percent said weekend drills were not a problem for their families (26 percent said they were), 33 percent said annual training was not a problem (33 percent said it was), and 34 percent said extra time at Guard/Reserve was not a problem (35 percent said it was).

Tables 7.5 and 7.6 show that there was little difference among individual components in the family problem ratings. Enlisted Marine Corps reservists were consistently somewhat more likely than those in other components to regard all three aspects of their participation as causing problems for their families (Table 7.5). One-third said annual training was a problem (and only 38 percent said it was not), 26 percent said extra time was a problem (49 percent said it was not), and 21 percent said weekend drills were a problem (51 percent said it was not). Those in the Air National Guard were somewhat less likely than those in other components to regard extra time at Guard/Reserve as a problem for their families (only 15 percent did), and more likely to say it was not (62 percent). Otherwise married enlisted personnel in the individual components gave similar responses.

Fewer than half of the officers in every component responded that any of the three aspects was not a problem or not applicable, while one-fifth to more than two-fifths said that one or another was a problem (Table 7.6). Air Force Reserve officers were somewhat more likely than those in other components to say that all three aspects caused problems for their families and were less likely to say they did not. Forty-one percent said annual training was a problem (24 percent said it was not), 43 percent said extra time was a problem (26 percent said it was not), and 37 percent said weekend drills were a problem (27 percent said they were not). Army National Guard members were disproportionately bothered by extra time at Guard/Reserve; 40 percent said it was a problem for their families while 27 percent said it was not. Coast Guard Reserve officers were somewhat less likely than those in other components to regard annual training as a problem for their families (only 27 percent said it was), and more likely to say it was not (39 percent). Naval Reserve officers were less likely to say extra time at Guard/Reserve was a problem (only 29 percent said it was) and more likely to say it was not (43 percent). Otherwise the individual components were similar in their responses.

Table 7.5 Family Problems from Member's Guard/Reserve Participation:  
Enlisted Personnel

Family Problems	Reserve Component							Total	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	Total Selected Reserve
No Problem/Does Not Apply for:									
Weekend drills	59%	61%	57%	51%	61%	58%	59%	61%	59%
Annual training	49	49	44	38	48	49	48	48	48
Extra time at Guard/ Reserve	54	53	59	49	62	58	55	55	55
Somewhat/Serious Problem for:									
Weekend drills	15	14	18	21	13	15	15	13	15
Annual training	28	25	28	33	21	22	25	22	25
Extra time at Guard/ Reserve	22	22	18	26	15	18	20	18	20

Source: 1986 RC Member Survey, Supplementary Tabulations 7.9a-7.9c.

Note: Only married enlisted personnel are included in the table.

Table 7.5 Family Problems from Member's Guard/Reserve Participation:  
Officers

Family Problems	Reserve Component							Total	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	Total Selected Reserve
No Problem/Does Not Apply for:									
Weekend drills	40%	44%	35%	41%	37%	27	39%	43%	39%
Annual training	34	35	31	34	35	24	33	39	33
Extra time at Guard/ Reserve	27	34	43	35	36	26	34	33	34
Somewhat/Serious Problem for:									
Weekend drills	23	25	28	22	25	37	26	20	26
Annual training	33	34	33	29	30	41	33	27	33
Extra time at Guard/ Reserve	40	35	29	33	31	43	35	31	35

Source: 1986 RC Member Survey, Supplementary Tabulations 7.10a-7.10c.

Note: Only married officers are included in the table.



Tables 7.7 and 7.8 present some data on whether the member's Guard/Reserve participation caused family problems. Data for married enlisted personnel and officers are presented for those with and without dependents. The differences for enlisted personnel are small. Those with dependents were no more likely than those with no dependents to say any of the three aspects of Guard/Reserve participation was a problem for their families (Table 7.7). They were less likely, however, to say that they were not. Fifty-eight percent of those with dependents said weekend drills were not a problem (compared to 63 percent of those without), 47 percent of those with dependents said annual training was not a problem (compared to 53 percent of those without), and 54 percent of those with dependents said extra time was not a problem (compared to 60 percent of those without).

Married officers with dependents were more likely than those without dependents to regard all three aspects of Guard/Reserve participation as a

Table 7.7 Family Problems from Member's Guard/Reserve Participation by Household Composition: Enlisted Personnel

	<u>Household Composition</u>		Total
Family Problems	Spouse, No Dependents	Spouse, With Dependents	Selected Reserve
-----			
No Problem/Does Not Apply for:			
Weekend drills	63%	58%	59%
Annual training	53	47	48
Extra time at Guard/Reserve	60	54	55
Serious Problem for:			
Weekend drills	14	15	15
Annual training	23	25	25
Extra time at Guard/Reserve	19	21	20

Source: 1986 RC Member Survey, Supplementary Tabulations 7.9a-7.9c.

Note: Only married enlisted personnel are included in the table.

Table 7.8 Family Problems from Member's Guard/Reserve Participation by Household Composition: Officers

Family Problems	<u>Household Composition</u>		Total Selected Reserve
	Spouse, No Dependents	Spouse, With Dependents	
-----			
No Problem/Does Not Apply for:			
Weekend drills	49%	37%	39%
Annual training	45	31	33
Extra time at Guard/Reserve	43	32	34
Somewhat/Serious Problem for:			
Weekend drills	19	27	26
Annual training	24	35	33
Extra time at Guard/Reserve	30	36	35

Source: 1986 RC Member Survey, Supplementary Tabulations 7.9a-7.9c.

Note: Only married officers are included in the table.

problem for their families and less likely to say that they were not (Table 7.8). The largest differences between the two groups were for annual training. Thirty-one percent of those with dependents said there was no problem for their families from annual training (compared to 45 percent of those without), while 35 percent of those with dependents said there was a problem (compared to 24 percent of those without). Similarly, 32 percent of those with dependents said extra time at Guard/Reserve was not a problem (compared to 43 percent of those without), while 36 percent of those with dependents said this was a problem (compared to 30 percent of those without). Finally, 37 percent of married officers with dependents said weekend drills were not a problem for their families (compared to 49 percent of those without dependents), while 27 percent of those with dependents said they were a problem (compared to 19 percent of those without dependents).

## 2. Spouse Satisfaction with Member Participation

Spouses' overall satisfaction with member participation is another indicator of conflict (or its lack) brought about by the competing demands of Guard/Reserve participation and family life. Overall spouse satisfaction is assumed to influence attrition and retention in the active-duty force; it is reasonable to expect it to influence Guard/Reserve attrition and retention as well. The partial analysis permitted by limited data from prior studies for the Guard/Reserve suggests that family conflicts could account for up to 30 percent of programmed enlisted attrition.

Members were asked:

What is your spouse's overall attitude toward your participation in the Guard/Reserve? Mark one.

- Very favorable
- Somewhat favorable
- Neither favorable nor unfavorable
- Somewhat unfavorable
- Very unfavorable.

Table 7.9 summarizes the responses of part-time enlisted personnel and officers in units. It shows the proportions of each group who said that the attitudes of their spouses were very or somewhat favorable and the proportions, very or somewhat unfavorable.

Table 7.9 Spouse's Attitude Toward Member's Participation: Enlisted Personnel and Officers

	Reserve Component							Total DoD	Total Selected Reserve
Spouse's Attitude	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR		
Enlisted Personnel									
Very/somewhat favorable	72%	73%	75%	64%	78%	79%	74%	78%	74%
Very/somewhat unfavorable	14	13	12	20	9	10	13	9	13
Officers									
Very/somewhat favorable	77	76	82	80	81	75	78	83	78
Very/somewhat unfavorable	12	14	9	12	9	14	12	8	12

Source: 1986 RC Member Survey, Supplementary Tabulations, 9.9 and 9.10.

Approximately three-fourths of both enlisted personnel and officers said their spouses had favorable attitudes toward their Guard/Reserve participation. Only 13 percent of enlisted personnel and 12 percent of officers reported that their spouse's attitude was unfavorable. There was little difference among the individual components. Enlisted personnel in the Marine Corps Reserve reported more negative spouse attitudes than those in other components; 64 percent said their spouse's attitude toward their participation in Guard/Reserve was favorable, and 20 percent said it was unfavorable. Otherwise differences among the individual components were small.

Figure 7.2 presents these data by member's pay grade for enlisted personnel and officers. Enlisted personnel in higher pay grades clearly reported more favorable spouse attitudes than those in lower pay grades. Indeed, there was a progressive increase in the proportion reporting favorable spouse attitudes as pay grade rose--from 66 percent of enlisted personnel in pay grades E1-E3 to 79 percent of those in pay grades E7-E9. There was a concomitant decrease in the proportions reporting unfavorable spouse attitudes--from 20 percent of those in pay grades E1-E3 to 10 percent of those in pay grades E7-E9.

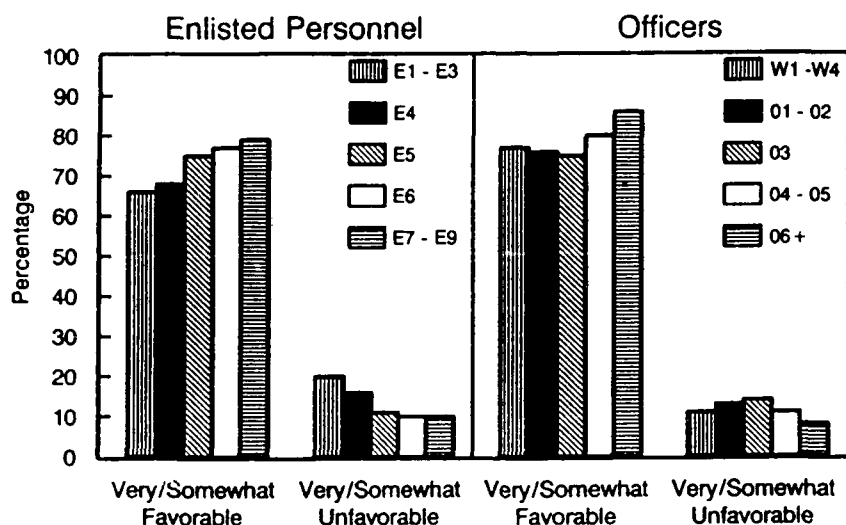
The pattern for officers was similar. The proportions of commissioned officers reporting unfavorable spouse attitudes decreased somewhat as pay grade rose--from 13 percent of those in pay grades O1-O2 to 8 percent of those in pay grades O6 and higher. There was a more substantial increase in proportions reporting favorable spouse attitudes, from about 75 percent of those in pay grades O3 and under to 80 percent of those in pay grades O4 and O5 to 86 percent of those in pay grades O6 and higher.

There are certainly several reasons why the spouses of members have different attitudes toward members' Guard/Reserve participation. One of these may be the problems participation causes in the household, as discussed above. The companion volume to this report analyzes the spouses' own reports. Whether members accurately report the attitudes of their spouses is not, however, as important as the fact that junior part-time unit members are more likely to perceive negative attitudes. Members whose spouses are less supportive are assumed to be more likely to leave the Guard/Reserve. Efforts should be made to understand spouses' negative attitudes and to develop programs to modify them. Further analysis of the present data set is a start in that direction.

#### D. Member's Feelings About Time Spent on Military and Civilian Activities

Members were asked a series of questions regarding how they felt about the amount of time they spent on five military and civilian activities: "Your civilian job," "Family activities," "Leisure activities," "Guard/Reserve activities," and "Community activities." For each activity they were asked to choose one of the following responses:

Figure 7.2 Spouse's Attitude Toward Member's Participation by Pay Grade.

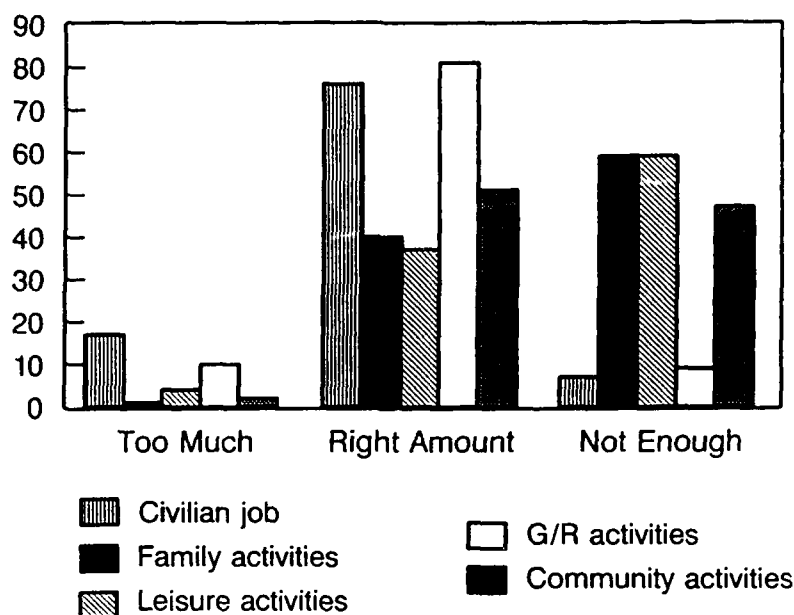


Source: 1986 RC Member Survey, Supplementary Tabulations 9.9 and 9.10.

- I spend too much time
- I spend about the right amount of time
- I don't spend enough time
- Does not apply.

Figure 7.3 presents the responses of part-time enlisted unit members. Substantial majorities of these enlisted personnel, as a group, felt they spent about the right amount of time (or said the activity did not apply to them) on their civilian jobs (76 percent) and their Guard/Reserve activities (81 percent). Small but notable proportions felt they spent too much time on these activities: 17 percent on their civilian jobs and 10 percent on their Guard/Reserve activities. Fifty-one percent said they spent about the right amount of time (or did not apply) on community activities; however, almost as many (47 percent) felt they did not spend enough time on this. Identical percentages said they did not spend enough time on family activities and leisure activities (59 percent each). Substantial proportions, however, felt they spent about the right amount of time on both; 40 percent responded about right (or did not apply) for family activities, and 37 percent responded this way for leisure activities.

Figure 7.3 Use of Time on Selected Activities: Enlisted Personnel.

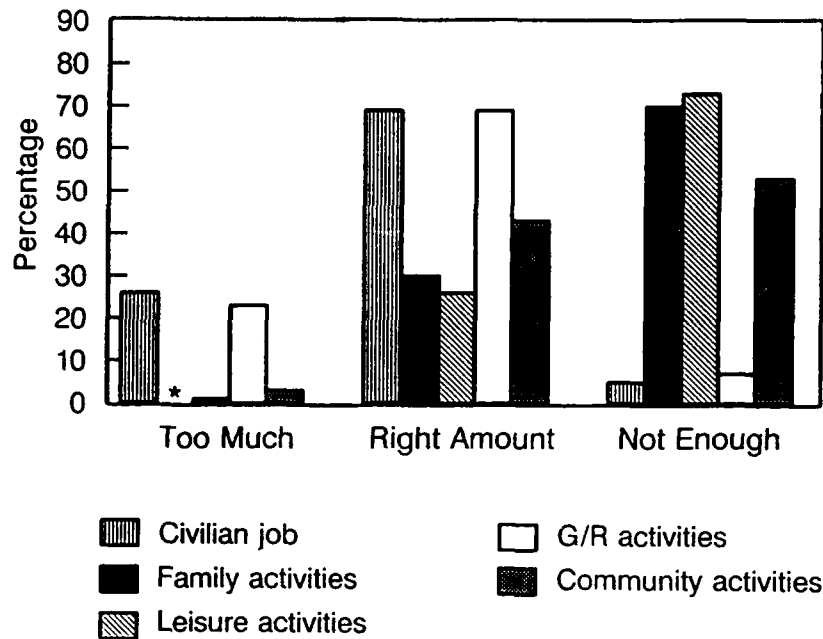


Source: 1986 RC Member Survey, Supplementary Tabulations 7.11a-7.11e.

Figure 7.4 presents the responses of part-time officers. The overall pattern of responses is similar to that for enlisted personnel. Substantial majorities felt they spent about the right amount of time on their Guard/Reserve activities and their civilian jobs (each 69 percent). More officers than enlisted personnel, however, felt they spent too much time on Guard/Reserve activities (23 percent) and on their civilian jobs (26 percent). More than two-fifths felt they spent about the right amount of time on community activities (43 percent); but about half said they did not spend enough time on these activities (53 percent). Majorities, again, said they did not spend enough time on family activities (70 percent) or leisure activities (73 percent). Notable proportions (but smaller ones than for enlisted personnel) said they spent about the right amount of time on these activities--30 percent for family activities and 26 percent for leisure activities.

There was little variation among the individual components in these responses, for the most part. Enlisted personnel in the Naval Reserve, the two Air Force components, and the Coast Guard Reserve were somewhat more likely (at 63 to 65 percent) than others (55 to 59 percent) to say they did not spend enough time on leisure activities (Table 7.10). Enlisted Marine Corps reservists were most likely (14 percent) to say they spent too much

Figure 7.4 Use of Time on Selected Activities: Officers.



Source: 1986 RC Member Survey, Supplementary Tabulations 7.12a-7.12e.

\*Less than 0.5 percent.

time on Guard/Reserve activities. Those in the Air Force components and Coast Guard Reserve were least likely (5 to 7 percent) to say this.

Among officers, Air Force reservists were most likely (78 percent) to say they did not spend enough time on leisure activities, and most likely (27 percent) to say they spent too much time on Guard/Reserve activities (Table 7.11). Officers in the Army components were also more likely than average (at 25 to 26 percent) to say they spent too much time on Guard/Reserve activities. There was little difference among components in feelings about time spent for other types of activities.

Table 7.12 shows the data on enlisted members' feelings about their activities for household composition and pay grade groups. There were few differences among these groups. Most enlisted personnel felt they spent about the right amount of time on their Guard/Reserve activities, civilian jobs, and community activities. In particular, the proportion saying they felt they spent too much time on Guard/Reserve activities did not differ significantly by household composition or pay grade. Married members with dependents were more likely (at 20 percent) than unmarried members with no dependents (at 14 percent) to say they spent too much time on their

Table 7.10 Member's Feelings About Time Spent on Military and Civilian Activities: Enlisted Personnel

Member's Feelings About Time Spent	Reserve Component							Total Selected Reserve	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	Total DoD	USCGR	
Member's Civilian Job									
Too much time spent	18%	17%	21%	18%	20%	18%	17	22%	17%
About right/not app.	76	76	73	74	75	77	76	75	76
Not enough time spent	7	7	6	8	5	4	7	4	7
Family Activities									
Too much time spent	1	2	1	1	1	1	1	a	1
About right/not app.	40	41	39	39	37	39	40	41	40
Not enough time spent	58	57	61	60	63	61	59	59	59
Leisure Activities									
Too much time spent	4	4	3	5	3	2	4	1	4
About right/not app.	40	38	34	39	33	33	37	34	37
Not enough time spent	56	59	63	55	64	65	59	65	59
Guard/Reserve Activities									
Too much time spent	11	10	9	14	5	7	10	6	10
About right/not app.	80	80	85	78	86	84	81	85	81
Not enough time spent	9	10	7	8	9	9	9	9	9
Community Activities									
Too much time spent	3	2	3	2	3	2	2	3	2
About right/not app.	53	50	47	51	48	46	51	50	51
Not enough time spent	45	48	50	47	49	51	47	47	47

Source: 1986 RC Member Survey, Supplementary Tabulations 7.11a-7.11e.

<sup>a</sup>Less than 0.5 percent.



Table 7.11 Member's Feelings About Time Spent on Military and Civilian Activities: Officers

Member's Feelings About Time Spent	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
Member's Civilian Job									
Too much time spent	22%	26%	28%	26%	28%	27%	25	29%	26%
About right/not app.	72	68	67	68	67	68	69	68	69
Not enough time spent	6	6	5	6	5	5	5	3	5
Family Activities									
Too much time spent	a	a	a	a	a	a	a	a	a
About right/not app.	27	30	33	32	30	28	30	28	30
Not enough time spent	72	70	67	68	69	72	70	72	70
Leisure Activities									
Too much time spent	1	1	1	1	1	a	1	2	1
About right/not app.	27	26	28	30	27	22	26	25	26
Not enough time spent	72	73	71	69	72	78	73	73	73
Guard/Reserve Activities									
Too much time spent	26	25	18	18	18	27	23	22	23
About right/not app.	66	68	77	72	73	65	69	72	69
Not enough time spent	9	7	5	11	9	8	7	6	7
Community Activities									
Too much time spent	3	3	5	3	4	2	3	6	3
About right/not app.	45	44	43	49	40	38	43	44	43
Not enough time spent	52	53	52	48	56	59	53	50	53

Source: 1986 RC Member Survey, Supplementary Tabulations 7.12a - 7.12e.

<sup>a</sup>Less than 0.5 percent.

Table 7.12 Member's Feelings About Time Spent on Military and Civilian Activities by Household Composition and Pay Grade: Enlisted Personnel

Member's Feelings About Time Spent	Household Composition				Pay Grade		Total Selected Reserve
	Unmarried		Married		E1-E4	E5-E9	
	No deps.	With deps.	No deps.	With deps.			
Member's Civilian Job							
Too much time spent	14%	17%	17%	20%	15%	20%	17%
About right/Not app.	76	77	77	75	76	75	76
Not enough time spent	10	7	6	5	9	5	7
Family Activities							
Too much time spent	1	2	1	1	2	1	1
About right/Not app.	51	41	41	31	44	35	40
Not enough time spent	48	57	58	68	54	64	59
Leisure Activities							
Too much time spent	6	4	3	2	6	2	4
About right/Not app.	46	40	36	31	42	33	37
Not enough time spent	48	56	61	67	52	65	59
Guard/Reserve Activities							
Too much time spent	9	8	11	10	9	10	10
About right/Not app.	81	82	82	82	80	82	81
Not enough time spent	10	11	8	8	10	8	9
Community Activities							
Too much time spent	2	2	2	3	2	3	2
About right/Not app.	53	50	51	49	53	49	51
Not enough time spent	46	48	47	48	45	49	47

Source: 1986 RC Member Survey, Supplementary Tabulations 7.11a - 7.11e.

civilian jobs; however, this difference is small, and the proportion saying they spent about the right amount did not differ by household composition or pay grade in any case.

The proportions saying they did not spend enough time on family activities or leisure activities did vary across household composition groups and across pay grade groups for enlisted personnel. Married members with children were much more likely to feel this way about family activities (68 percent) than married members without dependents (58 percent), unmarried members with dependents (57 percent), and unmarried members with no dependents (48 percent). At the same time the proportion saying they spent about the right amount of time increased from 31 percent for married members with dependents to 51 percent for unmarried members with no dependents. The pattern for leisure activities was very similar. Pay grade also made a difference (probably because it is related to age and household composition). For both activities, about half the members in the lower grades felt they did not spend enough time on family or leisure activities (and about two-fifths felt it was about right), while almost two-thirds in the higher pay grades felt they did not spend enough time (and about one third thought it was about right).

Table 7.13 shows comparable data for officers. The results are very similar.

#### E. Summary

This chapter dealt with the families and community life of part-time unit members. In addition to spouse employment and military experience, members' perceptions of how their reserve activities affect their families, and members' feelings about the amount of time they spend on various family and community activities were discussed. The major findings in this chapter include:

- Almost half of spouses of enlisted personnel (48 percent) and officers (44 percent) were employed full-time in the civilian sector. An additional 16 percent of spouses of enlisted personnel and 20 percent of officers' spouses were employed part-time.
- The spouses of enlisted personnel who had dependents were less likely to have full-time civilian jobs than spouses of those without dependents (45 percent and 58 percent, respectively). The same pattern was seen for officers (41 percent of spouses of those with dependents and 61 percent of spouses of those without dependents).
- Officers tended to rate Guard/Reserve activities as more of a problem than did enlisted personnel. Married reservists regarded annual training as the greatest problem for their families. One-quarter of enlisted personnel replied that this was somewhat of a problem or a serious problem. One-third of officers said this was a problem.

Table 7.13 Member's Feelings About Time Spent on Military and Civilian Activities by Household Composition and Pay Grade: Officers

Member's Feelings About Time Spent	Household Composition				Pay Grade			Total Selected Reserve
	Unmarried		Married		W1-W4	O1-O3	O4+	
	No deps.	With deps.	No deps.	With deps.				
Member's Civilian Job								
Too much time spent	21%	23%	23%	28%	25%	23%	28%	26%
About right/Not app.	73	71	72	67	72	71	66	69
Not enough time spent	7	6	5	5	3	5	6	5
Family Activities								
Too much time spent	a	a	a	a	a	a	a	a
About right/Not app.	53	32	34	22	27	33	26	30
Not enough time spent	47	68	66	78	73	67	74	70
Leisure Activities								
Too much time spent	2	1	1	1	1	1	1	1
About right/Not app.	38	29	28	22	24	29	23	26
Not enough time spent	60	69	71	77	75	69	76	73
Guard/Reserve Activities								
Too much time spent	17	19	23	25	24	21	21	23
About right/Not app.	71	73	71	69	70	70	76	69
Not enough time spent	11	8	6	6	6	10	3	7
Community Activities								
Too much time spent	2	2	3	4	3	3	5	3
About right/Not app.	44	41	44	44	46	42	44	43
Not enough time spent	55	57	53	52	51	55	51	53

Source: 1986 RC Member Survey, Supplementary Tabulations 7.12a-7.12e.

<sup>a</sup>Less than 0.5 percent.

- Approximately 75 percent of both enlisted personnel and officers indicated that their spouses were favorable toward their Guard/Reserve participation. This favorable attitude toward participation increased as pay grade rose.
- Substantial majorities of enlisted personnel and officers felt that they spent the right amount of time on both their civilian jobs and on Guard/Reserve activities. Over 76 percent of the enlisted personnel and 69 percent of the officers felt this way about their civilian jobs as did 81 percent and 69 percent, respectively, about their Guard/Reserve time.
- Both enlisted personnel and officers felt that they did not spend enough time on family activities (59 and 70 percent), leisure activities (59 and 73 percent), or community activities (47 and 53 percent).

ENDNOTES

<sup>1</sup>Description of Spouses of Officers and Enlisted Personnel in the U.S.  
Selected Reserve: 1986. A Report Based on the 1986 Reserve Components  
Survey of Spouses.

## 8. REASON FOR PARTICIPATION AND PLANS TO CONTINUE

### A. Introduction

The issues of retention and career plans for members of National Guard and Reserve units have become increasingly important as more emphasis is placed on the reserves' role as a vital part of the U.S. Total Force. The need to retain trained and experienced personnel in the Selected Reserve is a significant factor in all considerations of Guard/Reserve policy. This chapter is intended to contribute to a better understanding of the motivations and plans of Selected Reserve members and explores the reasons given by reservists for staying in the reserves, their levels of satisfaction with several retention-related items, their plans for the next year in the reserves and, finally, their long-range intention regarding Guard/Reserve participation.

### B. Reasons Stayed in the Reserves

Understanding the motivations for participation and continuation in the reserve components is an important element in developing and evaluating manpower and personnel policies for the reserves. In this section we will examine the reasons Selected Reserve members gave for continuing and highlight the results in several ways.

Survey respondents were asked to respond to each of 14 reasons for staying in the Guard/Reserve. Four possible responses were offered for each:

- major contribution
- moderate contribution
- minor contribution
- no contribution.

Our analysis of these data is based upon the percentage of enlisted personnel and officers in each component who chose each of the four options for the 14 items. These data are presented in complete detail in the supplementary tabulations volume of this report.<sup>1</sup> Table 8.1 summarizes these data into two major categories, intangible reasons and financial reasons, and shows the percentages of enlisted personnel and officers who indicated that each item was a major reason for their staying in the Selected Reserves. Data presented in this table are for the total Selected Reserve; the seven individual components did not differ significantly from this average except where so noted in the text that follows.

The highest number of major contribution responses for the question about reasons for staying in the reserves were the intangible items "Serve country", "Just enjoy Guard/Reserve", and "Pride in own accomplishments". Enlisted personnel gave the highest number of major

Table 8.1 Percentage Indicating That a Reason Made a Major Contribution to Staying in the Guard/Reserves

Reasons for Staying	Total Selected Reserve	
	Enlisted	Officers
Intangible Reasons		
Serve country	55%	59%
Serve with people in unit	33	32
Use military equipment	19	12
Challenge of training	32	24
Travel, get away	28	20
Just enjoy Guard/Reserve	33	40
Pride in own accomplishments	47	51
Financial Reasons		
Use educational benefits	20	7
Training for civilian job	19	6
Credit towards retirement	50	62
Promotion opportunities	31	33
Need money for basic family expenses	34	23
Extra money to use now	35	25
Save money for future	22	20

Source: 1986 RC Member Survey, Supplementary Tabulations, 8.1 a-n and 8.2 a-n.

contribution responses to serving their country; 55 percent picked this reason as a major contributor to their decision. Patriotism as a factor was most important to the Marine Corps Reserve; over 61 percent of enlisted personnel indicated that serving their country weighed heavily in their decision. Fifty-nine percent of all officers said that serving their country contributed heavily to their decision to stay in the reserves, second only to obtaining credit toward retirement. As with the enlisted personnel, the Marine Corps officers were the largest group saying serving their country was a major reason for staying in the reserves; over 75 percent of them indicated that this was a major contributor.

Just enjoying the Guard/Reserve was another intangible factor in many of the reservists' decisions to stay in the reserves. Thirty-three percent of the enlisted personnel and 40 percent of the officers offered enjoying the Guard/Reserve as a major contributor. Officers in the



Marine Corps Reserve were, again, the largest group with this opinion (over 59 percent). On the other hand, only 24 percent of the Marine Corps Reserve enlisted personnel chose this factor as a major contributor to their decision, 9 percent lower than the reserve component average for enlisted personnel.

A majority of the reserve officers responded that "pride in my accomplishments" made a major contribution to their decision to stay in the Guard/Reserve. Again, the Marine Corps Reserve officers were the highest, with 67 percent mentioning that pride was a major factor. Forty-seven percent of the enlisted personnel said pride in their accomplishments was important in their decision to stay in the reserves. The enlisted personnel in all the components were closely clustered around this average.

Financial considerations also appear to be important in the decision to stay in the reserves. Enlisted personnel were more likely to say financial factors were major contributors than were officers. Too, enlisted personnel seemed to emphasize present rather than future financial needs. Needing money for family expenses or wanting extra money to use now, in other words, appeared to be more significant factors than saving money for the future.

Thirty-four percent of the enlisted personnel said needing money for family expenses was a major consideration in their decision to stay in the reserves; 23 percent of the officers said this. For enlisted personnel, the components ranged from the Marine Corps Reserve at 19 percent to the Army National Guard at 38 percent. For officers, the range was both lower and narrower; the Marine Corps Reserve and the Coast Guard Reserve were each 16 percent, and the Army Reserve was the highest at 25 percent.

The contrast between wanting money to use now versus saving for the future is quite evident. Thirty-five percent of the enlisted personnel indicated that having extra money to use now was a major factor, while only 22 percent indicated that saving money for the future was a major factor. Only 21 percent of the Marine Corps Reserve enlisted personnel said that extra money now was a major contributor to staying in the Guard/Reserve. Thirteen percent of this group indicated that money for the future was a factor. Marine Corps was above average in the affect-related considerations noted above.

The exception to this focus on current income is the high proportions of both enlisted personnel and officers who offered earning credit toward retirement as a major contributor to their career decisions. Fifty percent of the enlisted personnel and over 62 percent of the officers rated retirement as a major contributor. Retirement was the highest single category response for officers and the second highest for enlisted personnel. The response for Coast Guard Reserve officers was even higher, with 74 percent replying that retirement credits were a major factor.

On only four of the 14 items were there significant differences between items identified as major contributors by enlisted personnel and officers (in this case, differences of more than 10 percent). These four were use of educational benefits, training for civilian job, credit towards retirement, and needing money for family expenses.

Enlisted personnel were almost three times as likely to offer the use of educational benefits as a major contributor to their staying in the Guard/Reserve. Over 20 percent of the enlisted members responded that this was a major reason for their staying; the corresponding figure for the officers was only seven percent. All of the reserve components clustered around these averages except for enlisted personnel in the Coast Guard Reserve (10 percent), and officers in the Army National Guard (13 percent). Officers are only eligible for educational benefits if they do not have a bachelor's degree.

Enlisted personnel and officers also differed in the importance they attached to obtaining training in a skill that would help them get a civilian job. Nineteen percent of the enlisted personnel felt that this contributed heavily to their decision to stay in the Guard/Reserve, while only six percent of the officers felt that way. The only significant variation from these total Selected Reserve averages was for enlisted personnel in the Coast Guard Reserve where only nine percent indicated that training for a civilian job was a major contributor to staying in the reserves. This finding is consistent with the data in Chapter 6 that showed enlisted personnel are concentrated in occupations that are lower paying and less professional than the occupations of officers. The much older enlisted force in the Coast Guard Reserve may account for the fact that training for a civilian job was less important for enlisted members in that component.

We noted earlier that earning credit towards Guard/Reserve retirement was a very important reason for staying in the reserves for both enlisted personnel (50 percent) and officers (62 percent). Only 22 percent of the enlisted Marine Corps reservists said retirement credit was a major reason for staying. In contrast, over 60 percent of the enlisted Coast Guard reservists felt that retirement credit had a major influence on their decision. The DoD officer patterns did not differ significantly from the average; the Coast Guard Reserve figure, however, was 12 percent higher than the total of 62 percent. These differences appear to result from the relative youth of enlisted Marine Corps reservists and the relatively advanced age of both the enlisted personnel and officers in the Coast Guard Reserve. As noted below, the low percentage of prior service enlisted personnel in the Marine Corps Reserve was also a factor here.

Needing money for basic family expenses was mentioned as a major contributor to the decision to stay in the reserves by enlisted personnel (34 percent) more often than it was by officers (23 percent). Again, the components show some interesting variations around this average. Needing money for basic family expenses, for example, was an important reason for only 19 percent of the enlisted personnel in the Marine Corps Reserve and

10 percent of the enlisted Coast Guard Reserve, far less than the Selected Reserve total of 34 percent. For the officers, the components deviated little from the average.

Further analysis of these responses indicated that in some cases there were significant differences on the importance of these items between members with and without prior active-duty service. These differences were most prominent on the "earning credit toward retirement" item. The data for this item by prior service status are presented in Table 8.2.

In every case, members with prior service were more likely--within component, often twice as likely or more--to have identified retirement as having a significant impact on their retention decisions. Fully 65 percent of the enlisted personnel with prior service listed retirement as a major contributor, compared to only 36 percent of the enlisted personnel without prior active service. Responses were consistently at these levels for most of the component cells--the only major exception was that only 12 percent of the Marine Corps reservists without prior service identified retirement as making a major contribution. The patterns become even more informative when broken down further by pay grade. In the lower pay grade group (E1 - E4), 46 percent of the prior service personnel offered retirement as a major factor compared to only 24 percent of those without prior service experience. Only eight percent of the Marine Corps Reserve personnel without prior service in these lower pay grades rated retirement as a major contributor. The percentage in the higher pay grade group mentioning retirement as a major factor was higher (these personnel were closer to retirement)--73 percent of enlisted personnel with prior service and 61 percent of those without prior service. The difference between these two groups was also much smaller. Again, though, the Marine Corps Reserve was the lowest, with only 37 percent of enlisted personnel without prior service in the higher grades saying that retirement was a major decision factor.

The results were similar for officers, although small cells prevent the analysis from being as complete as it was for enlisted personnel. Sixty-nine percent of the officers with prior service and 50 percent without prior service offered retirement as a major factor in retention decisions. There is only minor variation by component around this total but, again, it is the Marine Corps Reserve officers who are least likely to rate retirement as a major factor. The Coast Guard Reserve was noticeably higher than the total. Officers in pay grades O1-O3 were less likely to weight retirement heavily than were warrant officers and senior commissioned officers. There was virtually no difference between warrant officers with and without prior service, but there were small differences between these two categories for the commissioned officers.

Table 8.2 Percentage Responding that Earning Credit Toward Retirement Was a Major Contribution to Decisions to Stay by Prior Service Status

Enlisted/Officer Status/ Pay Grade/Prior Service	Reserve Component							Total DoD	USCRG	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR				
Enlisted Personnel										
E1-E4										
Prior Service	50%	44%	44%	38%	42%	40%	46%	59%	46%	
Non-Prior Service	26	24	25	8	19	19	24	26	24	
E5-E8										
Prior Service	71	72	76	66	75	73	73	79	73	
Non-Prior Service	61	60	66	37	64	58	61	71	61	
Total Enlisted										
Prior Service	64	61	66	61	68	68	64	74	65	
Non-Prior Service	36	36	34	12	40	38	36	42	36	
Officers										
W1-W4										
Prior Service	70	78	a	77	--	--	74	a	74	
Non-Prior Service	71	a	a	a	--	--	71	a	72	
O1-O3										
Prior Service	58	65	60	43	64	67	62	71	62	
Non-Prior Service	41	45	a	a	43	36	43	71	43	
O4+										
Prior Service	71	78	73	58	74	79	74	75	74	
Non-Prior Service	68	62	a	a	64	a	64	a	64	
Total Officers										
Prior Service	64	72	69	54	70	74	69	75	69	
Non-Prior Service	50	51	44	a	51	40	50	71	50	

Source: 1986 RC Member Survey, Supplementary Tabulations, 8.1e and 8.2e.

<sup>a</sup>Too few cases for reliable estimates.

### C. Levels of Satisfaction

Enlisted personnel and officers were asked to rate their satisfaction level with items such as opportunities for promotion, opportunities for leadership, supervision in the unit, and pay and benefits. The scale for these four items was the same seven-point scale which was used in the unit training satisfaction section. Tables 8.3 and 8.4 present the data calculated for these satisfaction questions.

Total Selected Reserve responses were greater for the "very satisfied" response than for the "very dissatisfied" response for "opportunities for leadership," "supervision in unit," and "pay and benefits." Although enlisted personnel in total were more likely to respond that they were dissatisfied with "opportunities for promotion," enlisted personnel in the Naval Reserve, Marine Corps Reserve, and Coast Guard Reserve were slightly more likely to be satisfied than dissatisfied. For the remaining components, the percentage of enlisted personnel dissatisfied with opportunities for promotion greatly outweighed the percentage of satisfied members. In the Air Force Reserve, for example, 41 percent were very dissatisfied, and only 20 percent were satisfied or very satisfied. This 21 percent difference is more significant than the four percent difference in the other direction in the Marine Corps Reserve.

Officers were more satisfied with their opportunities for promotion. For the total Selected Reserve, 49 percent were very satisfied, and only 15 percent were very dissatisfied with promotion opportunities. The satisfaction rate of Marine Corps Reserve officers was at least 10 percent higher than the rate for officers in any other component. Officers in the Air National Guard registered the highest dissatisfaction percentage (20 percent). In contrast, the lowest enlisted dissatisfaction percentage for this category was 21 percent in the Coast Guard Reserve.

The second retention-related question asked reservists how satisfied they were with their opportunities for leadership. Again, the officers were more satisfied than the enlisted personnel. The total Selected Reserve result for the officers showed that eight percent were very dissatisfied, and 61 percent were very satisfied. The corresponding numbers for the enlisted reservists were 19 percent very dissatisfied and 37 percent very satisfied. Naval Reserve and Coast Guard Reserve enlisted personnel were more positive about the opportunities for leadership--in each, 13 percent were very dissatisfied and 42 percent were very satisfied.

The data for the officers did indicate some substantial differences by component, especially in the very satisfied category. While 61 percent of the total Selected Reserve officers were very satisfied with their opportunities for leadership, for example, 74 percent of the Coast Guard Reserve officers indicated satisfaction. Marine Corps Reserve officers were also high, with 71 percent registering satisfaction.

Table 8.3 Satisfaction with Retention-Related Items: Enlisted Personnel

Satisfaction Item	Reserve Component							Total	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	Total Selected Reserve
Opportunities for Promotion									
Very dissatisfied	38%	40%	29%	26%	39%	41%	37%	21%	37%
Very satisfied	24	24	31	30	23	20	25	36	25
Opportunities for Leadership									
Very dissatisfied	19	21	13	18	17	19	19	13	19
Very satisfied	37	36	42	36	37	34	37	42	37
Supervision in the Unit									
Very dissatisfied	13	15	12	15	11	14	13	12	13
Very satisfied	47	42	47	44	53	45	46	44	46
Pay and Benefits									
Very dissatisfied	15	15	13	20	10	13	14	11	14
Very satisfied	37	35	36	29	42	39	37	35	36

Source: 1986 RC Member Survey, Supplementary Tabulations, 8.3, 9.1, 9.3, and 9.11.

The differences between enlisted personnel and officers for the third satisfaction-level question on supervision in the unit were not as pronounced. Fifty percent of the officers and 46 percent of the enlisted personnel were very satisfied with the supervision in the units. The very dissatisfied percentages were 9 percent for the officers and 13 percent for the enlisted personnel. Again, there were few significant differences among the reserve components. Air National Guard enlisted personnel were somewhat more satisfied, and officers in the Naval Reserve, Marine Corps Reserve, Air National Guard, and Coast Guard Reserve were more satisfied.

In general, officers were more satisfied than enlisted personnel with their pay and benefits. Forty-nine percent of officers expressed satisfaction in this area as did 36 percent of the enlisted personnel. Examination of the data by component shows that the highest rates were in the Air National Guard, where 42 percent of the enlisted personnel and 57 percent of the officers were very satisfied with pay and benefits. In

Table 8.4 Satisfaction with Retention-Related Items: Officers

Satisfaction Item	Reserve Component							Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR				
Opportunities for Promotion										
Very dissatisfied	16%	16%	9%	7%	20%	14%	15%	9%	15%	
Very satisfied	46	46	58	69	42	43	48	59	49	
Opportunities for Leadership										
Very dissatisfied	8	10	6	5	8	9	8	5	8	
Very satisfied	64	58	65	71	56	55	61	74	61	
Supervision in the Unit										
Very dissatisfied	9	11	6	6	8	11	9	5	9	
Very satisfied	50	43	59	63	56	48	49	57	50	
Pay and Benefits										
Very dissatisfied	11	13	9	10	10	11	11	10	11	
Very satisfied	49	45	55	55	57	45	49	48	49	

Source: 1986 RC Member Survey, Supplementary Tabulations 8.4, 9.2, 9.14, and 9.12.

total, 14 percent of all enlisted personnel and 11 percent of officers were dissatisfied with their pay and benefits. The percentages for the components are grouped closely around these totals.

#### D. Plans for Next Year

Both enlisted members and officers were asked to categorize their plans for the coming year to determine the possibility for achieving satisfactory retention levels in the Selected Reserve. Reservists were offered a variety of responses ranging from retiring or leaving before retirement to transferring to the active force. Other options offered were transfer to another Guard/Reserve unit, the IMA program, the Individual Ready-Reserve (IRR), or the Inactive National Guard (ING). Their final choice was remaining in their current status. Tables 8.5 and 8.6 show the one-year plans of the enlisted personnel and officers. Tables 8.7 and 8.8 display the same information broken out by pay grade.

Table 8.5. Plans for Next Year: Enlisted Personnel

Plans	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
Retire	2%	1%	2%	1%	2%	1%	2%	1%	2%
Leave Guard/Reserve before retiring	7	4	5	11	4	3	6	4	6
Transfer to active force	3	4	3	5	1	2	3	1	3
Apply for FTS-AGR program	2	3	2	2	1	0	2	0	2
Transfer to another Guard/Reserve	6	7	4	5	4	5	6	2	6
Transfer to IMA program	0	0	0	0	0	1	0	0	0
Transfer to IRR/ING	1	2	1	4	1	1	2	3	2
Remain in current status	78	78	83	72	88	86	80	89	80

Source: 1986 RC Member Survey, Supplementary Tabulations 8.5.

Table 8.6. Plans for Next Year: Officers

Plans	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
Retire	1%	2%	2%	1%	3%	2%	2%	1%	2%
Leave Guard/Reserve before retiring	1	1	1	1	1	1	1	1	1
Transfer to active force	3	2	1	2	0	1	2	0	2
Apply for FTS-AGR program	4	3	1	1	1	0	3	0	3
Transfer to another Guard/Reserve	3	5	3	6	2	4	4	1	3
Transfer to IMA program	0	2	0	0	1	4	1	0	1
Transfer to IRR/ING	1	2	1	6	0	0	2	3	2
Remain in current status	86	84	91	83	92	89	87	93	87

Source: 1986 RC Member Survey, Supplementary Tabulations 8.6.



Table 8.7. Plans for Next Year by Pay Grade: Enlisted Personnel

Plans	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
E1 to E4									
Retire	1%	1%	0%	1%	0%	0%	1%	1%	1%
Leave Guard/Reserve before retiring	9	6	8	13	6	5	8	7	8
Transfer to active force	5	7	5	7	2	5	5	2	5
Apply for FTS-AGR program	2	2	2	2	1	0	2	0	2
Transfer to another Guard/Reserve	7	8	5	5	5	6	7	3	7
Transfer to IMA program	0	0	0	0	0	0	0	0	0
Transfer to IRR/ING	2	2	1	4	1	1	2	4	2
Remain in current status	74	74	77	69	85	83	75	83	75
E5 to E9									
Retire	3	2	3	1	3	2	3	1	3
Leave Guard/Reserve before retiring	4	3	2	6	3	3	3	2	3
Transfer to active force	1	2	1	2	1	2	1	0	1
Apply for FTS-AGR program	2	4	1	5	1	0	2	0	2
Transfer to another Guard/Reserve	6	6	3	4	3	5	5	2	5
Transfer to IMA Program	0	0	0	0	0	1	0	0	0
Transfer to IRR/ING	1	3	1	4	0	0	1	2	1
Remain in current status	83	81	88	79	90	87	84	93	84

Source: 1986 RC Member Survey, Supplementary Tabulations 8.5.

Table 8.8. Plans for Next Year by Pay Grade: Officers

Plans	Reserve Component							Total DoD	USCG	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR				
W1-W4										
Retire	1%	4%	8%	3%	-%	-%	3%	7%	3%	
Leave Guard/Reserve before retiring	0	1	0	0	-	-	1	0	1	
Transfer to active force	0	0	0	2	-	-	0	0	0	
Apply for FTS-AGR program	3	4	3	3	-	-	3	0	3	
Transfer to another Guard/Reserve	3	2	0	2	-	-	3	0	3	
Transfer to IMA Program	1	1	0	0	-	-	1	0	1	
Transfer to IRR/ING	2	2	3	3	-	-	2	8	2	
Remain in current status	90	86	87	86	-	-	89	85	88	
01 - 03										
Retire	0	0	0	0	0	0	0	0	0	
Leave Guard/Reserve before retiring	1	1	2	1	1	1	1	1	1	
Transfer to active force	5	4	2	3	1	1	3	1	3	
Apply for FTS-AGR program	5	5	2	2	2	0	4	0	4	
Transfer to another Guard/Reserve	4	7	2	8	2	5	5	2	5	
Transfer to IMA program	0	1	0	0	0	1	1	0	1	
Transfer to IRR/ING	2	3	1	5	0	0	2	1	2	
Remain in current status	63	80	91	79	93	91	84	95	84	
04 or Higher										
Retire	3	3	3	0	6	3	3	1	3	
Leave Guard/Reserve before retiring	1	1	1	0	1	1	1	1	1	
Transfer to active force	0	0	1	0	0	1	0	0	0	
Apply for FTS-AGR program	2	1	0	1	0	0	1	0	1	
Transfer to another Guard/Reserve	1	2	3	6	1	3	2	1	2	
Transfer to IMA program	0	3	0	1	2	7	2	0	2	
Transfer to IRR/ING	1	2	1	7	0	0	1	2	1	
Remain in current status	91	88	91	85	90	86	89	85	89	

Source: 1986 RC Member Survey, Supplementary Tabulations 8.6.

The most frequent plan for the enlisted personnel was to remain in their current status. Eighty percent of all enlisted personnel were planning to remain in their current status. The responses for this option ranged from 89 percent in the Coast Guard Reserve to 72 percent in the Marine Corps Reserve.

The differences and similarities in the enlisted reservists' responses are more striking when examined by pay grade. Three-quarters of the personnel in pay grades E1 to E4 and 84 percent of those in paygrades E5 to E9 intended to remain in their current status. Seven percent of the E1 to E4 members and five percent of the E5 to E9 members indicated they would transfer to another Guard/Reserve unit. The percentage planning to retire was small.

The second highest response for the lower pay grade enlisted personnel was leaving the Guard/Reserve before retiring. This alternative was selected by over eight percent of the junior enlisted personnel. The Marine Corps Reserve enlisted personnel led with 13 percent opting for this alternative. Three percent of the more senior enlisted personnel indicated they would leave, with the largest segment in the Marine Corps Reserve (6 percent).

From Table 8.6 it is obvious that, across all pay grades, the overwhelming majority of the total Selected Reserve officers intended to stay in their current status for the upcoming year (87 percent). There are some differences by reserve component. The Coast Guard Reserve was highest with 93 percent of officers indicating that they would remain in their current status next year while the Marine Corps Reserve was lowest at 83 percent. The next most common plan was transferring to another Guard/Reserve unit; however, the total Selected Reserve average for this choice was only three percent.

Table 8.8 displays the officer plans for the upcoming year by pay grade. These tables show again that the majority of officers planned to remain in their current status, but there are slight differences by pay grade. As would be expected, a smaller percentage of officers in pay grades O1 to O3 (84 percent) indicated that they would remain in their current status than did either the higher pay grade officers (89 percent) or the warrant officers (88 percent). The main alternative for these lower pay grade officers was transferring to another Guard/Reserve unit; over five percent of them indicated this as their plan for the upcoming year.

There are some variations by component within the pay grade breakouts for the officers. First, it should be noted that there are no warrant officers in the Air Force components. While 84 percent of all O1-O3s indicated that they would remain in their current status, only 79 percent of the junior officers in the Marine Corps Reserve had this intention. At the other extreme, over 95 percent of the junior Coast Guard Reserve officers intended to remain in their current status. Eighty-nine percent of the officers in pay grades O4 and up had no plans to change their statuses.

The next most popular alternative for warrant officers and higher pay grade commissioned officers was retirement. Three percent of the warrant officers had plans to retire, along with three percent of the officers in pay grades O4 and up. In the warrant officer ranks, eight percent of those in the Naval Reserve were planning to retire in the next year as were seven percent in the Coast Guard Reserve. For the senior officers, the highest percentage intending to retire (6 percent) was in the Air National Guard, while the smallest percentage was in the Marine Corps Reserve.

#### E. Intention to Stay and Long-Term Military Plans

The immediate plans of the reserve force members were examined in the previous section. Here we turn to their long range goals in the military and either their intention to reenlist (for the enlisted members) or their commitment to stay beyond their current obligation (for the officers). In addition, the reservists were asked about their probability of remaining in the reserves until retirement.

Enlisted members were asked to rate their chances of reenlisting on a scale of 0 to 10. Percentages of those who stated they were certain or near certain to reenlist (10 or 9) are shown in Table 8.9. These reservists are those with a "high probability" of reenlisting. Percentages of those who stated there was no chance or only a very slight possibility of their reenlisting (0 or 1) are shown in Table 8.10. These reservists are those with a "low probability."

Data in Table 8.9 indicate that 37 percent of all enlisted personnel have a high probability of reenlisting. Twice as many personnel in the senior enlisted grades as in the junior enlisted grades (49 percent versus 24 percent) are in the high probability group. There are also interesting differences by component within pay grade groups. The Marine Corps Reserve had the lowest percentage of junior enlisted personnel with a high probability of reenlisting (11 percent). The 54 percent for Marine Corps senior enlisted personnel, however, surpassed the total Selected Reserve response by five percentage points and was second only to the 56 percent for the Coast Guard Reserve. Overall, only 23 percent of all enlisted Marine Corps personnel indicated a high probability of reenlisting.

Table 8.10 displays the percentage of each component indicating a low probability of reenlisting. There are differences between the pay grades as well as differences between those expressing a high reenlistment probability and those indicating a low probability. Sixteen percent of the entire enlisted reserve population had a low probability of reenlisting. Twenty-one percent of those in the E1 to E4 category and 10 percent of these in the E5-E9 category had a low probability of reenlisting. By component and pay grade group, the Marine Corps again stands out as an extreme. The percentage of Marine Corps personnel in the E5-E9 category who had a low probability of reenlisting was the same as the percentage for the entire enlisted reserve force. The percentage of personnel in E1-E4, however, was much higher (36 percent) than the percentage for the entire junior enlisted force.

Table 8.9 Enlisted Personnel with High Probability of Reenlisting

Pay Grade	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
E1 - E4	23%	27%	24%	11%	29%	25%	24%	29%	24%
E5 - E9	46	49	53	54	52	51	49	56	49
Total	34	38	40	23	44	44	37	45	37

Source: 1986 RC Member Survey, Supplementary Tabulations 8.7.

Table 8.10 Enlisted Personnel with Low Probability of Reenlisting

Pay Grade	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
E1 - E4	22%	17%	22%	36%	15%	12%	21%	16%	21%
E5 - E9	12	10	9	10	9	8	10	8	10
Total	17	14	15	29	11	9	16	12	16

Source: 1986 RC Member Survey, Supplementary Tabulations 8.7.

A weighted average probability of reenlisting was also calculated from these data as another way of data presentation, and the results are given in Table 8.11. This table shows that the average probability of reenlisting for all enlisted reservists was 6.1 on a scale of 0 to 10. The results here parallel those found on the high and low probability tables. That is, the upper pay grades had a higher reenlistment probability than the lower pay grades, and the Marine Corps Reserve had the lowest probability, both for pay grades E1 to E4 (3.7) and the enlisted force as a whole (4.7).

Table 8.11 Average Probability of Reenlisting

Pay Grade	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
E1 - E4	5.0	5.5	5.1	3.7	5.8	5.5	5.2	5.7	5.2
E5 - E9	6.8	7.1	7.4	7.3	7.3	7.3	7.1	7.6	7.1
Total	5.8	6.3	6.4	4.7	6.8	6.8	6.1	6.8	6.1

Source: Calculated from grouped survey responses, 1986 RC Member Survey, Supplementary Tabulations.

Long-range plans for officers were investigated by asking officers if they intended to continue in the Guard/Reserve after their current obligation. Possible answers were "yes", "no", and "don't know". Table 8.12 shows those with a positive intention to continue, and Table 8.13 shows those who intended to leave. The data are also displayed by the same pay grade groups defined earlier. The "don't knows" formed a substantial portion of the total responses. Over 24 percent of the entire officer reserve population answered that they did not know if they would continue past their current obligation.

Seventy percent of the officers in the Selected Reserve expected to extend their obligation at the end of the current term. Only 6 percent said they would not continue. The pay grade breakouts show that warrant officers had the highest percentage with plans to continue (82 percent), followed by the O4 and higher officers (75 percent), and the lower grade officers (68 percent).

The data in these tables indicate that 68 percent of the officers in pay grades O1 through O3 intended to continue their military service in the reserves. Marine Corps Reserve junior officers were most likely to have this intention (over 86 percent), and Army Reserve officers were least likely (62 percent). Ninety percent of all Marine Corps Reserve officers intended to continue past their current obligation, while the average for the entire officer reserve population was 70 percent.

The data on officers who did not intend to continue does not differ significantly by pay grade, with warrant officers being slightly less inclined to leave (3 percent) than the other pay grades or the population as a whole (6 percent). Also, in grades O4 and up, 12 percent of Naval Reserve officers intended to leave in contrast to an average of 7 percent.

Table 8.12 Officers Who Intend to Continue

Pay Grade	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
W1 - W4	81%	84%	75%	84%	-%	-%	82%	73%	82%
O1 - O3	84	82	81	86	82	72	88	83	88
O4+	85	78	84	98	85	70	75	86	75
Total	88	85	78	90	83	71	70	81	70

Source: 1986 RC Member Survey, Supplementary Tabulations 8.8.

Table 8.13 Officers Who Intend to Leave

Pay Grade	Reserve Component						Total		Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR	
W1 - W4	0%	6%	0%	7%	-%	-%	3%	a	3%
O1 - O3	8	9	3	2	1	2	6	2	8
O4+	5	7	12	1	7	7	7	7	7
Total	7	9	5	2	2	4	6	5	6

Source: 1986 RC Member Survey, Supplementary Tabulations 8.8.

<sup>a</sup>Too few cases for reliable estimate.

The final method used to determine the long range military plans of the Selected Reserve members was to inquire as to whether or not they intended to stay until retirement. Again the respondents were given a scale ranging from 0 to 10, with a 0 meaning they had no chance of staying until retirement, and a 10 indicating they were certain of staying.

There was also a cell to mark if they had already qualified for retirement benefits. Tables 8.14 and 8.15 show the results of this analysis. Reservists were counted as planning to stay if they answered the question with a 9 or 10. Data for those already qualifying for retirement are also shown.

There are some important differences among enlisted personnel by pay grade as seen in Table 8.14. Overall, 51 percent of the enlisted reservists planned to stay until retirement. Sixty-nine percent of those in pay grades E5 to E9 planned to continue, with only 33 percent of those in the lower pay grades planning to continue. Very few E1 to E4s in the Marine Corps Reserve planned to stay until retirement (12 percent). At the opposite end, E1 to E4s in the Coast Guard Reserve (45 percent) were 12 percent more likely than average to plan to stay. Also, a much lower percentage of enlisted personnel (4 percent) than officers (11 percent) had already qualified for retirement.

Table 8.15 shows the data for the reserve officer force. Looking at the total line, 54 percent of the officers planned to stay until retirement. There is no significant variation by component from this total, although there are some variations by pay grade. The expected difference between the lower officer pay grades and the higher ones is again evident. A lower percentage (48 percent) of O1 to O3 officers than more senior officers (60 percent) planned to stay until retirement. By the time the officers reach the upper pay grades, their accumulated credits toward retirement and the attractiveness of staying to earn the retirement pay becomes significant.

On the average, there is not much difference between the warrant officers and the higher pay grade commissioned officers. Half of the Naval Reserve and Coast Guard Reserve warrant officers, however, had already qualified for retirement, while the Selected Reserve average was 20 percent.

#### F. Summary

This chapter presented data on the reasons part-time unit members gave for staying in the reserves. It also looked at several retention-related issues and analyzes the reservists' immediate and long-range plans for future service in the Guard/Reserve. Several of the important findings in this chapter are:

- Reservists cited both intangible factors and financial considerations as main reasons for staying.
  - Serving their country was a major contributor to the retention decision for 55 percent of the enlisted personnel and 59 percent of the officers.
  - Earning credit towards retirement was a major contributor for 50 percent of the enlisted personnel and 62 percent of the officers.



Table 8.14. Enlisted Personnel Who Plan to Stay Until Retirement

Pay Grade	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
E1 - E4									
Already qualified	0%	0%	0%	0%	0%	0%	0%	0%	0%
Plan to stay	32	37	35	12	40	32	33	45	33
E5 - E9									
Already qualified	8	6	14	3	9	9	8	12	8
Plan to stay	67	72	69	60	72	68	69	76	69
Total									
Already qualified	4	3	8	1	6	6	4	7	4
Plan to stay	48	53	54	26	60	58	51	63	51

Source: 1986 RC Member Survey, Supplementary Tabulations 8.9.

Table 8.15 Officers Who Plan to Stay Until Retirement

Pay Grade	Reserve Component						Total DoD	USCGR	Total Selected Reserve
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
W1 - W4									
Already qualified	18%	16%	49%	24%	-	-	19%	50%	20%
High likelihood	58	59	49	65	-	-	58	41	58
O1 - O3									
Already qualified	1	1	3	0	3%	0%	1	6	1
High likelihood	51	46	48	39	55	44	48	62	48
O4+									
Already qualified	34	18	17	12	24	15	21	25	21
High likelihood	49	62	60	63	64	63	60	57	60
Total									
Already qualified	12	9	13	9	14	8	11	19	11
High likelihood	52	53	56	53	59	53	54	57	54

Source: 1986 RC Member Survey, Supplementary Tabulations 8.10.

- Prior service members were more likely to identify retirement as a factor than were non-prior service members.
- Educational benefits were mentioned almost three times as frequently by enlisted members as by officers as making a major contribution to their decision to stay.
- Enlisted personnel generally expressed more dissatisfaction than officers on retention-related questions. For example, 37 percent of enlisted personnel were dissatisfied with their opportunities for promotion compared to 15 percent of the officers.
- A significant majority of Selected Reserve enlisted personnel (80 percent) and officers (87 percent) intended to remain in their current status for the upcoming year.
- Thirty-seven percent of all enlisted personnel expressed a high probability of reenlistment in the reserves. The probability of reenlistment was twice as high among upper grades (E5-E9) as among lower grades (E1-E4). The average probability of reenlistment for all enlisted personnel was 6.1 on a scale of 0 to 10.
- Seventy percent of officers indicated a high intention to continue reserve obligation at the end of their current term, and only 6 percent indicated a low intention.
- Four percent of enlisted members indicated that they had completed 20 or more qualifying years for retirement, and another 51 percent indicated their intention to stay until qualified for retirement.
- Eleven percent of the officers indicated that they had already qualified for retirement. Another 54 percent expected to stay until retirement.

ENDNOTES

<sup>1</sup>Description of Officers and Enlisted Personnel in the U.S. Selected Reserve: 1986. Supplementary Tabulations from the 1986 Reserve Components Surveys.

## 9. OVERALL ASSESSMENTS OF GUARD/RESERVE SERVICE

### A. Introduction

Understanding the levels of satisfaction individuals receive from serving in the Guard/Reserve helps clarify why some individuals continue to participate while others do not. Exploration of satisfaction levels is useful to policy makers, as it indicates areas in which action may be appropriate. This final chapter presents data on the general assessments of part-time unit members of their experience in the Guard/Reserve. First we look at their ratings of unit morale. Next we examine their satisfaction with selected features of the Guard/Reserve. Finally, we examine members' overall satisfaction with their participation in Guard/Reserve.

### B. Perceived Morale of Unit

The 1986 RC Survey asked members to describe the morale of military personnel in their units:

In general, how would you describe the morale of  
military personnel in your unit?

Respondents were asked to "mark the number which best shows your opinion." The scale points were labeled as follows:

- 1 - Morale is very low
- 2 -
- 3 -
- 4 -
- 5 -
- 6 -
- 7 - Morale is very high

Officers, overall, perceived morale in their units as somewhat higher than did enlisted personnel. Table 9.1 shows that 6 percent of officers rated morale as low (combining the two lowest points on the scale) compared to 12 percent of enlisted personnel, 54 percent of officers rated morale as high (combining the two highest points on the scale) compared to 40 percent of enlisted personnel. Officers' weighted average of 5.3 was half a point higher than enlisted personnel's average.

Enlisted personnel in the individual components rated morale similarly (Table 9.2). Average scores ranged from 4.7 in the Army Reserve and Marine Corps Reserve (where just under two-fifths rated morale as high) to 5.1 in the Air National Guard (where nearly half rated morale as high). Officers in the individual components also differed little in their perceptions of morale (Table 9.3). Their average scores ranged from 5.1 in the Army Reserve (where 46 percent rated morale as high) to 5.7 in the Marine Corps Reserve and 5.5 in the Naval Reserve and Air National Guard. The difference between enlisted personnel and

Table 9.1 Perceived Morale In Unit: Enlisted Personnel and Officers

Perceived Morale	<u>Total Selected Reserve</u>	
	Enlisted Personnel	Officers
1--Morale is very low	6%	2%
2	6	4
3	10	6
4	17	12
5	21	23
6	23	32
7--Morale is very high	17	22
Weighted average response	4.8	5.3

Source: 1986 RC Member Survey, Supplementary Tabulations 9.5 and 9.6.

Table 9.2 Perceived Morale In Unit by Reserve Component:  
Enlisted Personnel

Perceived Morale	<u>Reserve Component</u>						<u>Total</u>	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR
1--Morale is very low	6%	7%	5%	7%	4%	5%	6%	4%
2	6	7	6	7	5	6	6	6
3	10	10	9	10	7	9	10	10
4	16	18	16	16	14	17	17	17
5	21	22	22	21	21	22	21	25
6	22	21	28	23	29	25	23	24
7--Morale is very high	18	15	16	15	20	15	17	15
Weighted average response	4.8	4.7	4.9	4.7	5.1	4.8	4.8	4.9

Source: 1986 RC Member Survey, Supplementary Tabulations 9.5.

Table 9.3 Perceived Morale in Unit by Reserve Component: Officers

Perceived Morale	Reserve Component						Total	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR
1--Morale is very low	2%	2%	1%	1%	1%	2%	2%	1%
2	3	5	3	2	4	5	4	3
3	6	7	5	5	6	6	6	7
4	10	14	11	8	7	13	12	10
5	21	26	21	19	20	21	23	22
6	35	29	32	38	35	32	32	37
7--Morale is very high	22	17	27	26	26	22	22	20
Weighted average response	5.4	5.1	5.5	5.7	5.5	5.3	5.3	5.4

Source: 1986 RC Member Survey, Supplementary Tabulations 9.6.

officer scores hovered around half a point higher in all of the components except the Marine Corps Reserve where it was a full point higher.

Enlisted personnel and officers in higher pay grades perceived morale as higher than did those in lower pay grades. Table 9.4A shows that enlisted personnel in the highest pay grade category, E7-E9, rated morale in their units higher than those in lower grades; fully half of higher pay grade members rated morale as high, while only seven percent rated it as low. Their average morale score was as high as the overall average score for officers, 5.3. There are few differences among enlisted pay grade categories under E6 in morale ratings. Approximately 40 percent of E1-E3s, E4s and E5s rated morale in their units as high, while 12-14 percent rated it as low; average morale scores for these three groups ranged only from 4.6 to 4.8. Those in pay grade E6 were slightly less likely than those in the lower pay grades to rate morale low; nine percent of them did. Otherwise E6s were similar to those in lower pay grades.

The finding that those in higher pay grades perceived morale as higher than those in lower pay grades was also observed in the 1985 DoD Survey of Officer and Enlisted Personnel. In that survey, respondents were asked:

How would you describe the morale of military personnel at your current location? [If you are currently assigned to a ship, indicate the morale of personnel on board ship.]

Table 9.4A Perceived Morale by Pay Grade: Enlisted Personnel

Perceived Morale	Pay Grade					Total Selected Reserve
	E1-E3	E4	E5	E6	E7-E9	
1--Morale is very low	6%	7%	6%	4%	3%	6%
2	6	7	6	5	4	6
3	10	11	10	9	6	10
4	18	18	17	15	13	17
5	21	21	22	23	22	21
6	21	21	24	26	30	23
7--Morale is very high	18	16	16	17	22	17
Weighted average response	4.7	4.6	4.8	4.9	5.3	4.8

Source: 1986 RC Member Survey, Supplementary Tabulations 9.5.

In comparing the results from the present survey and the 1985 DoD Member Survey, we restricted ourselves to active-duty personnel who were assigned to United States shore locations and deleted those who were overseas or whose permanent duty station was afloat. The reader should also note that the wording above is slightly different from used in the present survey, and that the passage of a full year between the two surveys may have affected the responses. It is assumed that the difference in the findings that is the result of wording differences is small. Table 9.4B shows that, for the most part, morale increased with pay grade among active-duty enlisted personnel. The most striking finding is that the perception of morale for active-duty enlisted personnel (weighted average response, 3.6) was significantly lower than that for reserve enlisted personnel (weighted average response, 4.8).

Among commissioned officers, perceptions of morale differed more substantially. On the average, reserve officers in pay grades 06 or higher rated morale in their units a full point higher (at 6.0) than officers in pay grades 01-02 (Table 9.5A). Officers in the middle pay grades showed steadily increasing average ratings: 5.2 for 03s, and 5.5 for 04-05s. The proportions rating morale high increased similarly with commissioned pay grade, from 44 percent of officers in pay grades 01-02 to 50 percent of those in 03, 60 percent of those in 04-05, and 77 percent of those in pay grades 06 or higher. Few officers in any pay grade rated morale as low. The substantial increase in high ratings with

Table 9.4B Perceived Morale by Pay Grade: Enlisted Personnel

Perceived Morale	Pay Grade					Total Active Force
	E1-E3	E4	E5	E6	E7-E9	
1--Morale is very low	14%	15%	11%	8%	5%	12%
2	16	17	14	10	8	14
3	22	22	22	20	15	20
4	24	24	25	24	22	24
5	16	16	18	23	28	19
6	6	6	8	11	17	9
7--Morale is very high	2	1	3	4	6	3
Weighted average response	3.4	3.3	3.6	3.9	4.4	3.6

Source: 1985 DoD Survey.

Table 9.5A Perceived Morale by Pay Grade: Officers

Perceived Morale	Pay Grade					Total Selected Reserve
	W1-W4	O1-O2	O3	O4-O5	O6+	
1--Morale is very low	2%	3%	2%	1%	1%	2%
2	4	5	4	3	1	4
3	7	9	7	5	3	6
4	12	14	14	10	5	12
5	22	26	23	22	14	23
6	32	31	31	34	35	32
7--Morale is very high	21	13	19	26	42	22
Weighted average response	5.3	5.0	5.2	5.5	6.0	5.3

Source: 1986 RC Member Survey, Supplementary Tabulations 9.6.



pay grade, then, came from a decreasing tendency to perceive morale at a mid-level among officers in higher pay grades and a shift to a perception of viewing it as high.

Data for active-duty officers are presented in Table 9.5B. Active-duty officers gave morale a lower average rating (4.6) than reserve officers (5.3). Similar to the finding for enlisted personnel, the rise in morale with pay grade among active-duty officers was less dramatic than the rise among reserve officers. The difference between active-duty and reserve officers was not as great as the difference between active-duty and reserve enlisted personnel.

### C. Satisfaction with Features of the Guard/Reserve

In this section, we examine part-time unit members' satisfaction with five specific features of the Guard/Reserve:

- Time required at Guard/Reserve activities
- Unit social activities
- Opportunities for education/training
- Opportunity to serve one's country
- Acquaintances/friendships.

Table 9.5B Perceived Morale by Pay Grade: Officers

Perceived Morale	Pay Grade					Total Active Force
	W1-W4	O1-O2	O3	O4-O5	O6+	
1--Morale is very low	2%	3%	4%	2%	1%	3%
2	7	8	8	6	4	7
3	14	14	14	12	6	13
4	27	21	21	18	16	20
5	26	31	30	31	30	30
6	19	19	20	25	34	22
7--Morale is very high	4	5	5	6	10	5
Weighted average response	4.4	4.4	4.4	4.7	5.1	4.6

Source: 1985 DoD Survey.

Respondents were asked to rate their satisfaction with these features on a five-point scale labeled:

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied.

Satisfaction with a specific feature of the Guard/Reserve as presented in the tables that follow is a combination of the responses of "very satisfied" and "satisfied" with that feature; dissatisfaction is a combination of the responses of "dissatisfied" or "very dissatisfied."

Table 9.6 presents data on satisfaction with features of the Guard/Reserve for enlisted personnel and officers overall. The pattern of ratings was similar for enlisted personnel and officers, although officers were somewhat more likely to be satisfied with the features rated highest by both groups. Both groups were most likely to be very satisfied/satisfied with their acquaintances/friendships--84 percent of enlisted personnel and 91 percent of officers. Eighty-one percent of the enlisted personnel and 89 percent of the officers also reported this level of satisfaction with the opportunity to serve one's country. Less than five percent of the enlisted personnel or officers were dissatisfied or very dissatisfied with these two features. These findings reaffirm the observations of high levels of patriotism and unit cohesion among reserve units.

Most part-time unit members also expressed satisfaction with the time required at Guard/Reserve activities--63 percent of enlisted personnel and 61 percent of officers. Officers were somewhat more likely than enlisted personnel to be dissatisfied with this feature (15 percent compared to 9 percent). For the remaining two features, unit social activities and education/training opportunities, approximately two-fifths of the enlisted personnel and the officers were either very satisfied or satisfied, and between approximately 10-20 percent were dissatisfied or very dissatisfied.

Enlisted personnel in the individual components expressed similar levels of satisfaction with most queried features (Table 9.7). "Time required" was an exception. Enlisted Marine Corps reservists were clearly less likely than those in other components to say they were very satisfied or satisfied with time required (52 percent did) and more likely to say they were dissatisfied or very dissatisfied (16 percent). On the other hand, enlisted personnel of the Air National Guard, Air Force Reserve, and Coast Guard Reserve were clearly more likely than those in other components to express satisfaction with time required; 71 percent in each of the Air Force components and 69 percent in the Coast Guard Reserve were satisfied. Enlisted Marine Corps personnel reported

Table 9.6 Satisfaction with Features of the Guard/Reserve:  
Enlisted Personnel and Officers

Satisfaction/Feature	Total Selected Reserve	
	Enlisted Personnel	Officers
Very satisfied/Satisfied with:		
Time required	63%	61%
Unit social activities	38	43
Opportunities for education/training	48	45
Opportunity to serve one's country	81	89
Acquaintances/friendships	84	91
Dissatisfied/Very dissatisfied with:		
Time required	9	15
Unit social activities	20	14
Opportunities for education/training	21	18
Opportunity to serve one's country	3	1
Acquaintances/friendships	2	1

Source: 1986 RC Member Survey, Supplementary Tabulations 9.7a-9.7e and 9.8a-9.8e.

Table 9.7 Satisfaction with Features of the Guard/Reserve:  
Enlisted Personnel

Satisfaction/Feature	Reserve Component						Total	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR
Very satisfied/Satisfied with:								
Time required	61%	63%	67%	52%	71%	71%	63%	69%
Unit social activities	39	35	37	30	43	40	38	33
Opportunities for education/training	52	44	39	36	55	46	48	38
Opportunity to serve one's country	80	79	82	79	84	83	81	81
Acquaintances/friendships	84	83	85	83	87	86	84	85
Dissatisfied/Very dissatisfied with:								
Time required	11%	9%	8%	16%	5%	6%	9%	7%
Unit social activities	20	22	20	23	13	17	20	17
Opportunities for education/training	17	25	29	31	14	20	21	29
Opportunity to serve one's country	3	3	3	4	1	2	3	2
Acquaintances/friendships	3	2	1	3	1	1	2	1

Source: 1986 RC Member Survey, Supplementary Tabulations 9.7a - 9.7e.

the highest dissatisfaction levels with four of the five features discussed here.

Officers in the individual components also showed very similar levels of satisfaction with most features (Table 9.8). Again, time required was an exception. Officers in three components were more likely than others to express satisfaction with time required: Marine Corps Reserve (70 percent), Air National Guard (69 percent), and Naval Reserve (66 percent). Air Force Reserve officers were more likely than others to express dissatisfaction (20 percent), though they were about average in the proportion expressing satisfaction (59 percent). There were also three components in which officers were more likely to express satisfaction with unit social activities: Marine Corps Reserve (49 percent), Air National Guard (51 percent), and Air Force Reserve (50 percent).

Satisfaction with specific features of the Guard/Reserve varied with pay grade for part-time unit members (Table 9.9). Enlisted personnel's satisfaction with three of the five features increased steadily and substantially as pay grade increased. Eighty percent of those in pay grades E1-E3 said they were very satisfied or satisfied with their acquaintances/friendships compared to 85 percent of those in pay grade E5 and 92 percent of those in pay grades E7-E9. Similarly, 75 percent of members in pay grades E1-E3 expressed satisfaction with the opportunity to serve one's country provided by the Guard/Reserve compared to 82 percent in pay grade E5 and 91 percent in pay grades E7-E9. Fifty-six percent of those in pay grades E1-E3 were satisfied with time required compared to 67 percent of those in pay grade E5 and 69 percent of those in pay grades E7-E9. Dissatisfaction with the five features of Guard/Reserve participation did not vary greatly with pay grade among enlisted personnel, except in the Marine Corps Reserve. Marine Corps reservists in pay grades below E5 were more likely than those in pay grades E5 or above to express dissatisfaction with time required and opportunities for education/training.<sup>1</sup> Personnel in pay grades E1-E4 make up a great majority of enlisted Marine Corps reservists. This accounts for their higher overall dissatisfaction levels with these two factors shown in Table 9.7.

Officers presented a somewhat different picture (Table 9.10). Commissioned officers' expression of satisfaction with the same three features also increased as pay grade increased, but the difference between lowest and highest pay grades in satisfaction levels was smaller than for enlisted personnel. Eighty-nine percent of officers in pay grades O1 and O2 were satisfied with their acquaintances/friendships in the Guard/Reserve compared to 95 percent of officers in pay grades O6 or higher. Similarly, 88 percent in pay grades O1 and O2 were satisfied with the opportunity to serve one's country compared to 95 percent in pay grades O6 or higher. Sixty-three percent of those in pay grades O1 and O2 were satisfied with time required compared to 71 percent of those in pay grades O6 or higher. Warrant officers expressed satisfaction with all five features at rates about equal to the total Selected Reserve responses.

Table 9.8 Satisfaction with Features of the Guard/Reserve: Officers

Satisfaction/Feature	Reserve Component						Total	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR
Very satisfied/Satisfied with:								
Time required	58%	60%	66%	70%	69%	59%	61%	61%
Unit social activities	40	39	47	49	51	50	43	39
Opportunities for education/training	55	43	39	40	47	38	45	36
Opportunity to serve one's country	90	88	89	93	91	86	89	91
Acquaintances/friendships	91	89	91	94	94	92	91	91
Dissatisfied/Very dissatisfied with:								
Time required	17%	17%	11%	11%	10%	20%	15%	13%
Unit social activities	17	16	11	13	10	11	14	11
Opportunities for education/training	16	21	17	19	14	14	18	22
Opportunity to serve one's country	1	1	1	1	a	a	1	1
Acquaintances/friendships	1	1	1	a	a	1	1	a

Source: 1986 RC Member Survey, Supplementary Tabulations 9.8a - 9.8e.

<sup>a</sup>Less than 0.5 percent.

Table 9.9 Satisfaction with Features of the Guard/Reserve by Pay Grade: Enlisted Personnel

Satisfaction/Feature	Pay Grade					Total Selected Reserve
	E1-E3	E4	E5	E6	E7-E9	
Very satisfied/Satisfied with:						
Time required	56%	61%	67%	68%	69%	63%
Unit social activities	39	37	38	37	37	38
Opportunities for education/training	50	47	48	46	45	48
Opportunity to serve one's country	75	77	82	86	91	81
Acquaintances/ friendships	80	82	85	88	92	84
Dissatisfied/Very dissatisfied with:						
Time required	11%	10%	8%	8%	10%	9%
Unit social activities	17	19	20	22	22	20
Opportunities for education/training	21	22	21	20	19	21
Opportunity to serve one's country	4	4	2	2	1	3
Acquaintances/ friendships	3	3	2	1	1	2

Source: 1986 RC Member Survey, Supplementary Tabulations 9.7a - 9.7e.

Table 9.10 Satisfaction with Features of the Guard/Reserve by Pay Grade: Officers

Satisfaction	Pay Grade					Total Selected Reserve
	W1-W4	01-02	03	04-05	06+	
Very satisfied/Satisfied						
Time required	62%	63%	59%	61%	71%	61%
Unit social activities	41	39	40	46	59	43
Opportunities for education/training	46	51	41	44	54	45
Opportunity to serve one's country	88	88	86	91	95	89
Acquaintances/ friendships	93	89	89	93	95	91
Dissatisfied/Very dissatisfied with:						
Time required	14%	13%	17%	17%	10%	15%
Unit social activities	17	19	16	10	7	14
Opportunities for education/training	19	23	21	13	7	18
Opportunity to serve one's country	1	2	1	1	a	1
Acquaintances/ friendships	1	1	1	a	1	1

Source: 1986 RC Member Survey, Supplementary Tabulations 9.8a - 9.8e.

<sup>a</sup>Less than 0.5 percent.



Commissioned officers' dissatisfaction with these features also varied by pay grade. Officers in the middle pay grades (03 and 04-05) had a higher level of dissatisfaction (17 percent) with time requirements than those in other pay grades. Dissatisfaction decreased with pay grade for two features: unit social activities (from 19 percent in pay grades 01-02 to seven percent in the highest pay grades) and opportunities for education/training (from 23 percent in pay grades 01-02 to seven percent in the highest pay grade). Warrant officer dissatisfaction levels were about equal to the total Selected Reserve responses.

The difference noted by pay grade suggests that junior level personnel who are dissatisfied with various aspects of reserve participation leave before reaching the higher pay grades. There is, therefore, greater homogeneity and consensus and higher morale among reservists who remain in the Guard/Reserve and are promoted to the higher pay grades.

D. Overall Satisfaction With Guard/Reserve Participation

Overall satisfaction was measured with the question:

Overall, how satisfied are you with your participation in the Guard/Reserve?

Respondents answered on a seven-point scale that was labeled as follows:

- 1 - Very Dissatisfied
- 2 -
- 3 -
- 4 -
- 5 -
- 6 -
- 7 - Very Satisfied

Part-time officers were somewhat more satisfied with their Guard/Reserve participation than part-time enlisted personnel (Table 9.11). Most members in both groups were satisfied (measured by combining the two highest points on the scale); 59 percent of officers and 51 percent of enlisted personnel rated themselves as satisfied. Enlisted personnel were somewhat more likely to choose a middle level on the scale. Forty percent of enlisted personnel and 33 percent of officers chose a middle level rating (from the third to the fifth point on the scale). Only nine percent of enlisted personnel and seven percent of officers rated themselves as dissatisfied (measured by combining the two lowest points on the scale). Their weighted average satisfaction scores were only three-tenths of a point apart (5.1 for enlisted personnel and 5.4 for officers).

Table 9.11 Overall Satisfaction with Guard/Reserve Participation:  
Enlisted Personnel and Officers

Overall Satisfaction	Total Selected Reserve	
	Enlisted Personnel	Officers
1--Very dissatisfied	4%	3%
2	5	4
3	7	5
4	15	9
5	18	19
6	29	36
7--Very satisfied	22	23
Weighted average response	5.1	5.4

Source: 1986 RC Member Survey, Supplementary Tabulations 9.13-9.14.

Enlisted personnel in the individual components rated their satisfaction with their Guard/Reserve experience similarly (Table 9.12). Proportions rating themselves as satisfied were close to 50 percent in most components, ranging from 46 percent (in the Marine Corps Reserve) to 56 percent (in the Air National Guard). The range of average satisfaction scores was very narrow, from 5.0 (for the Naval Reserve and Marine Corps Reserve) to 5.3 (for the two Air Force components).

Officers in the individual components were also similar to each other in their satisfaction ratings (Table 9.13). The proportions rating themselves as satisfied ranged from 54 percent (in the Air Force Reserve) to 71 percent (in the Marine Corps Reserve), with most hovering around 60 percent. Average satisfaction scores again had a range of about half a point, from 5.1 (for the Army National Guard) to 5.7 (for the Marine Corps Reserve).

One way to study the relative satisfaction levels of enlisted personnel and officers is to compare average satisfaction scores in the individual components (Tables 9.12 and 9.13). Officers were somewhat more satisfied than enlisted personnel with their Guard/Reserve participation in most components. The greatest differences were in the Marine Corps Reserve (where officers' average satisfaction was 5.7 and enlisted personnel's was 5.0) and the Coast Guard Reserve (where officers' average score was 5.5 and enlisted personnel's was 5.1). Enlisted personnel and officers in the Air Force Reserve both had scores of 5.3. Similarly, enlisted personnel and officers in the Army National Guard each had an average score of 5.1. Average satisfaction of enlisted personnel and officers differed only slightly in the remaining components.

Table 9.12 Overall Satisfaction with Guard/Reserve Participation:  
Enlisted Personnel

Overall Satisfaction	Reserve Component						Total	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR
1 Very dissatisfied	4%	4%	5%	5%	3%	3%	4%	3%
2	5	5	5	5	4	4	5	5
3	6	7	7	7	5	6	7	7
4	15	15	16	17	14	14	15	15
5	18	19	18	19	18	19	18	20
6	27	29	29	26	32	31	29	30
7--Very satisfied	24	21	19	20	24	23	22	19
Weighted average response	5.1	5.1	5.0	5.0	5.3	5.3	5.1	5.1

Source: 1986 RC Member Survey, Supplementary Tabulations 9.13.

Table 9.13 Overall Satisfaction with Guard/Reserve Participation:  
Officers

Overall Satisfaction	Reserve Component						Total	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	USCGR
1--Very dissatisfied	3%	3%	2%	3%	3%	2%	3%	3%
2	4	5	4	4	3	3	4	3
3	5	6	6	3	3	7	5	5
4	9	10	9	7	8	13	9	9
5	18	19	20	12	16	21	19	17
6	37	36	36	38	36	32	36	35
7--Very satisfied	24	21	23	33	31	22	23	28
Weighted average response	5.1	5.3	5.4	5.7	5.6	5.3	5.4	5.5

Source: 1986 RC Member Survey, Supplementary Tabulations 9.14.

The proportion of enlisted personnel rating themselves as satisfied increased with pay grade from 43 percent of those in pay grades E1-E3 to 53 percent of those in pay grade E5 to 67 percent of those in pay grades E7-E9 (Table 9.14A). Average satisfaction scores also increased steadily with pay grade, from 4.9 for E1-E3 to 5.2 for E5 to 5.6 for E7-E9. There was little difference in dissatisfaction by pay grade; 11 percent of those in pay grades E1-E3 rated themselves as dissatisfied compared to 8 percent of those in pay grades E5 and E7-E9.

The satisfaction of commissioned officers also increased with pay grade (Table 9.15A). Fifty-five percent of those in pay grades O1-O2 rated themselves as satisfied compared to 62 percent in pay grades O4-O5 and 77 percent of those in pay grades O6 or higher. Average satisfaction scores of commissioned officers increased from 5.3 for the lower pay grades to 5.9 for the highest. Again, dissatisfaction did not vary by pay grade. Warrant officers' satisfaction was even across the seven components.

Table 9.14B shows the results for a comparable question in the 1985 DoD Member Survey. Once again, in comparing the results from the present survey and the 1985 DoD Member Survey, we restricted ourselves to active-duty personnel who were assigned to United States shore locations and deleted those who were overseas or whose permanent duty station was afloat. The overall satisfaction of active-duty enlisted personnel increased with pay grade in a fashion similar to that of reserve enlisted personnel. Reservists' overall satisfaction, however, was significantly greater. The difference in satisfaction between the two groups diminished with pay grade.

Table 9.15B shows the same information for officers. Overall satisfaction for active-duty officers was fairly similar except for those at the O6 and above level. The differences in overall satisfaction between reserve and active-duty officers, while still there, were much smaller.

Using the same definitions as in the preceding tables, the overall satisfaction ratings of enlisted personnel and officers in both the reserves and active force are depicted in Figure 9.1. The conclusions drawn from the preceding tables are even more obvious here.

A far higher percentage of reserve enlisted personnel was satisfied and a lower percentage was dissatisfied than active-duty enlisted personnel. The overall percentages for the three satisfaction levels for reserve officers were identical to the percentages for active-duty officers. Officers in both the reserves and active force were more satisfied than enlisted personnel in either the reserves or active force.

#### E. Summary

This final chapter presented data on the overall assessments of part-time unit members of their Guard/Reserve participation. In the survey, reservists rated the morale of their units and their satisfaction

Table 9.14A Overall Satisfaction with Guard/Reserve Participation by Pay Grade: Enlisted Personnel

Overall Satisfaction	Pay Grade					Total Selected Reserve
	E1-E3	E4	E5	E6	E7-E9	
1--Very dissatisfied	6%	4%	4%	3%	4%	4%
2	5	5	4	4	4	5
3	8	8	6	6	4	7
4	19	18	15	12	7	15
5	20	19	19	17	14	18
6	25	26	30	32	34	29
7--Very satisfied	18	19	23	26	33	22
Weighted average response	4.9	5.0	5.2	5.4	5.6	5.1

Source: 1986 RC Member Survey, Supplementary Tabulations 9.13.

Table 9.15A Overall Satisfaction with Guard/Reserve Participation by Pay Grade: Officers

Overall Satisfaction	Pay Grade					Total Selected Reserve
	W1-W4	O1-O2	O3	O4-O5	O6+	
1--Very dissatisfied	3%	3%	2%	3%	5%	3%
2	5	4	5	4	3	4
3	5	6	6	5	1	5
4	7	11	12	8	4	9
5	16	21	21	18	9	19
6	39	36	34	37	32	36
7--Very satisfied	25	19	20	25	45	23
Weighted average response	5.4	5.3	5.3	5.4	5.9	5.4

Source: 1986 RC Member Survey, Supplementary Tabulations 9.14.

Table 9.14B Overall Satisfaction with Military As a Way of Life  
by Pay Grade: Enlisted Personnel

Overall Satisfaction	Pay Grade					Total Active Force
	E1-E3	E4	E5	E6	E7-E9	
1--Very dissatisfied	10%	7%	4%	3%	3%	6%
2	11	10	6	4	4	8
3	19	20	16	13	11	16
4	12	11	10	9	6	10
5	23	24	27	25	21	24
6	22	23	31	37	42	29
7--Very satisfied	4	4	6	8	13	6
Weighted average response	4.1	4.2	4.6	4.9	5.2	4.5

Source: 1985 DoD Survey.

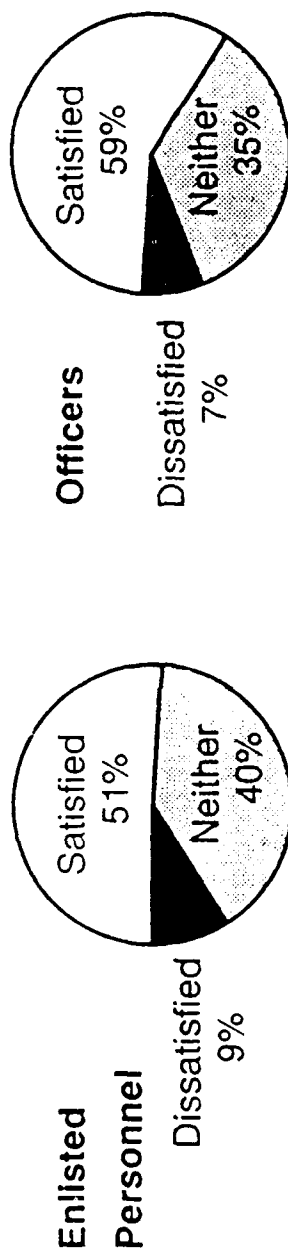
Table 9.15B Overall Satisfaction with Military as a Way of Life  
by Pay Grade: Officers

Overall Satisfaction	Pay Grade					Total Active Force
	W1-W4	O1-O2	O3	O4-O5	O6+	
1--Very dissatisfied	3%	3%	3%	2%	5%	3%
2	6	4	6	3	2	4
3	13	10	11	9	4	10
4	6	4	5	3	1	4
5	20	20	22	20	11	20
6	42	47	44	50	52	47
7--Very satisfied	12	12	9	12	25	12
Weighted average response	5.1	5.2	5.1	5.3	5.7	5.2

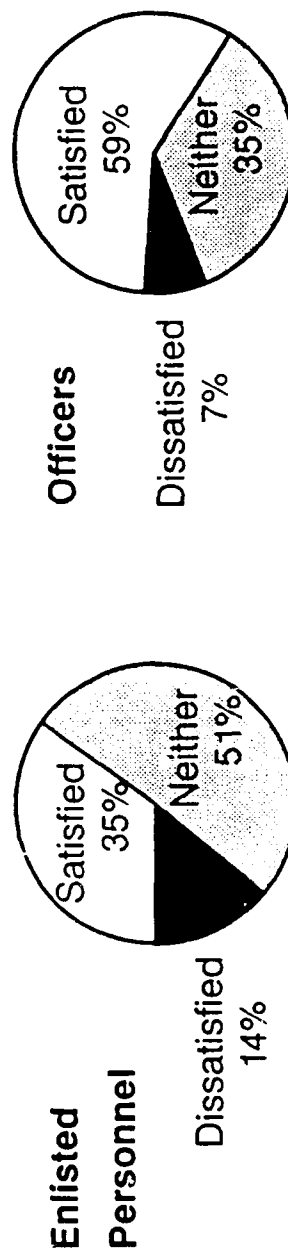
Source: 1985 DoD Survey.

Figure 9.1 Overall Satisfaction with Military.

Guard/Reserve...How satisfied are you with your participation in the Guard/Reserve?



Active Force...How satisfied are you with the military as a way of life?



Source: 1985 DoD Survey and 1986 RC Member Survey, Supplementary Tabulations 9.13 and 9.14.

with selected features of the Guard/Reserve. The last part of this chapter examined their overall satisfaction. The main findings in this chapter include:

- Enlisted personnel perceived morale in their units to be lower than did officers. Based on a seven-point scale, the weighted average was 4.8 for enlisted personnel and 5.3 for officers. Among both enlisted personnel and officers, those in higher pay grades perceived morale to be higher.
- Both enlisted personnel and officers were satisfied with selected features of the Guard/Reserve.
  - Over 84 percent of enlisted personnel and 91 percent of the officers were satisfied with the acquaintances/friendships they developed in the reserves.
  - Eighty-one percent of the enlisted personnel and 89 percent of the officers were satisfied with the opportunity to serve their country.
  - Approximately 60 percent of enlisted personnel and officers expressed satisfaction with the time they spent on Guard/Reserve activities.
  - About 40 percent of all reservists were satisfied with unit social activities and education/training opportunities.
- Part-time officers were more satisfied with their overall Guard/Reserve participation than enlisted personnel. Over 59 percent of officers and 51 percent of enlisted personnel were satisfied. Based on a seven-point scale, the weighted average for overall satisfaction was 5.4 for officers and 5.1 for the enlisted personnel. Overall satisfaction increased with pay grade.



## ENDNOTES

<sup>1</sup>See the Supplementary Tabulations for the 1986 Reserve Components Surveys, (Tables 9.7d and 9.7g).